

Provincial Power Grab Threat to the Universities in Manitoba

THIS SPRING THE MANITOBA government introduced Bill 32 which is designed to increase dramatically the power of the politicians over the internal functioning of Manitoba's universities. The government is doing this by abolishing the University Grants Commission and creating a new Council on Post-Secondary Education which will be much more under the thumb of the Minister of Education and Training than its predecessor. The issue will be debated in the Manitoba legislature this fall.

The Council will be composed of eleven persons appointed by the Minister. The former University Grants Commission was mandated to assure that adequate post-secondary educational resources of the type normally provided by universities and colleges were available to the citizens of the province. That provision has been dropped as is the requirement to study the needs of the province for post-secondary education in terms of kind, quality and quantity. These changes

will allow the government to reduce accessibility.

The University Grants Commission was basically restricted to financial matters. The new Council will "plan and co-ordinate the development of a post-secondary education system in the province. In carrying out its mandate, the council shall operate within a framework of accountability established by the minister." In other words the Minister can order specifically political rather than academic decisions and the Council must carry out his or her orders.

The previous act recognized that the University Grants Commission should not interfere with the basic right of a university to formulate academic policies and standards. The new legislation eliminates the phrase "academic policies."

To underline this change, the new legislation tells the Council that "within a framework established by the Minister" it shall determine priorities and allocate funding not just to universities and

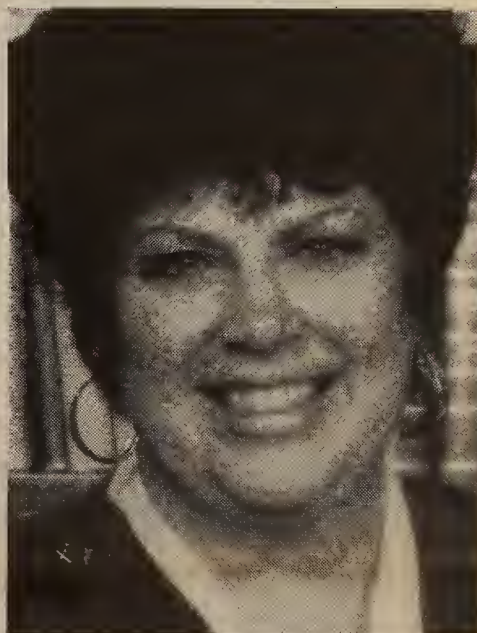
Linda McIntosh —
Minister of Education & Training

colleges but to programs within them. In other words the Minister and his or her political appointees can determine the programs offered by the university. Just to make it plain how sweeping this power is, program of study is defined to mean any group of credit courses that leads to a degree, diploma or certificate. Finally, in case it has forgotten anything, the cabinet "may make such regulations respecting any matter or thing" that it "considers necessary or advisable to carry out the intent and purpose of this Act."

The government through its Council will now determine the criteria for judging the work of professors.

Universities must get approval from the Council for any reduction or expansion of a program, service or facility and the Council, if it agrees, may impose any terms and

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Jeu de pouvoir au Manitoba Les universités sont menacées

LE GOUVERNEMENT DU MANITOBA a déposé au printemps le projet de loi 32 qui vise à accroître sensiblement le pouvoir des politiciens sur le fonctionnement interne des universités du Manitoba. En vertu du projet de loi, le gouvernement abolit la Commission des subventions aux universités et crée le Conseil de l'enseignement postsecondaire qui sera davantage sous la coupe de la ministre de l'Éducation et de la Formation que l'ancienne commission. L'assemblée législative du Manitoba débatera le dossier à l'automne.

Le conseil se composera de onze personnes nommées par la ministre. Le mandat de l'ancienne commission visait à garantir aux citoyens du Manitoba la disponi-


bilité de ressources éducatives suffisantes de niveau postsecondaire et normalement fournies par les universités et les collèges. Cette disposition est abandonnée de même que celle relative à l'étude des besoins de la province en enseignement postsecondaire du point de vue du contenu, de la qualité et de la quantité. La création du nouveau conseil permettra au gouvernement de réduire l'accessibilité à ces ressources.

La mission de la Commission des subventions aux universités se limitait essentiellement à l'aspect financier. Le nouveau conseil planifiera et coordonnera l'implantation d'un système d'enseignement postsecondaire dans la province. Pour remplir son mandat, le conseil œuvrera à l'intérieur d'un cadre de responsabilités fixé par la ministre. En

d'autres termes, la ministre pourra prendre des décisions particulièrement politiques et non pédagogiques et le conseil devra exécuter ses ordres.

La loi précédente reconnaissait que la Commission des subventions aux universités ne devait pas entraver le droit fondamental d'une université à formuler des normes et des politiques universitaires. Avec la nouvelle loi, les mots «politiques universitaires» sont éliminés.

Pour souligner ce changement, il est prévu dans le projet de loi que le conseil, à l'intérieur du cadre fixé par la ministre, détermine les priorités et affecte des crédits non seulement aux universités et aux collèges

Voir MANITOBA...
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CAUT Objects to New Research Code


THIS SUMMER THE CAUT Executive took vigorous exception to the draft code on research about human subjects proposed by the three federal research councils. All three councils have codes about research on human subjects. Now they are proposing a new code that would be applicable to all researchers.

CAUT recognises the special need for such codes in the medical, psychiatric and psychological fields. The horrors perpetrated by medical doctors under the Third Reich made that clear many years ago. However, the extension of these codes to other fields has proven to be far trickier than many thought.

The main difficulty is to distinguish between philosophical

speculation on the subject and the writing of rules and regulations that might be applied by quasi-judicial bodies such as university ethics boards. Both kinds of work are important but they are different. If the difference is not borne in mind, the result is likely to be a document that is so vague and ambiguous that almost anything can be banned by appealing to it.

This is exactly what has happened with the proposed code from the three federal research councils. The CAUT Executive noted that it was a mistake to extend the coverage of the document from individual subjects to collectivities, which are defined as any

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Traditionally, the learned journal has served as the primary medium for scholarly communication, legitimizing and assessing scholarly discourses and intellectual labour, and facilitating the academic review and reward process. Electronic publishing may now have the potential not only to share this function, but also to revolutionize methods of research and collaboration. See *Exciting Potential of Scholarly Electronic Journals*.

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Brock University and Mary Warner continue to battle over her Human Rights complaint. How has the case progressed over the summer? See *Mary Warner Case Update*.

Will university and college students sweat through the night to meet an essay deadline when they can download a paper off the Internet with a few mouse clicks? See *Websites Encourage Students to Download Their Workload*.

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The Prime Minister has proposed to the provincial premiers the creation of a second national infrastructure program. See *The Scramble for Infrastructure Funds*.

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Le premier ministre a proposé aux premiers ministres provinciaux la création d'un deuxième programme d'infrastructures. Voir *Un 2^e programme d'infrastructures?*

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Il est temps de s'affirmer

LETTERS



COURRIER

Stand firm against PIs

The special edition on accountability (May 1996) contained much needed information on and well presented critiques of the ways in which governments and administrations are attempting to implement performance indicators in universities and colleges. Thank you to all who contributed to it.

However, I am alarmed about the suggested responses to this trend, in particular, the proposed CAUT policy statement on performance indicators.

Regardless of whether particular performance indicators are "good" or "bad" measures in a technical sense, regardless of whether they are directed toward less worthy objectives (from the point of view of faculty members) such as limiting the scope of academic judgement in decision-making, or toward more worthy objectives such as making administrations more accountable and efficient in achieving desirable objectives, and regardless of whether they are developed and applied only at the local level, they nevertheless will provide administrations, governments and various other newly emerging national and supra-national bodies with the means to more specifically coordinate, direct and control the activities of universities and colleges externally and even from afar.

Why then is the CAUT even considering a policy on performance indicators which implicitly concedes that, under the right circumstances and for the right purposes, they should serve as instruments of decision-making in and for universities and colleges?

It is remarkable, not to mention ironic, that in the face of the excellent critiques of performance indicators provided in this issue, President Lorimer's piece in particular embraces this quest for accountability and enjoins us to engage in it as our duty and responsibility.

I understand the good intentions but my research as well as others' convinces me that they are wrong-headed. Moreover, it is wearying to repeatedly hear justifications for courses of action that are based on "if we don't do it ourselves, they will do it for us." Or, that if we don't "go along," we will bring bad press upon ourselves for being too self-interested and self-protecting. We already have bad press and I would rather that we had it for good reasons!

Besides, it is precisely this kind of counsel that has led us deeper into the transformations of academic life that are now alarming so many.

At a time when a profound degree of panic if not ignorance prowls the streets as well as the halls of power, would it not be better for us to take a stand about what intelligent and responsible stewardship of public resources in the broad public interest would look like — even at the risk of bad press? Achieving accountability through performance indicators is neither intelligent nor responsible and cooperating with it in any way will not bring high repute back to academe.

No one should be fooled that if we participate in defining the content of performance indicators, somehow we will be able to use them for our purposes. They are not being put into place for our purposes! Moreover, once legitimized as the mechanism for academic decision-making, their content can be changed by whomever has the power to do so.

I regret being so strongly critical of a project that I am sure is undertaken in good faith. It has reminded me that ten years ago, Professor Howard Buchbinder and I — and perhaps there were others — urged CAUT to not adopt a proposed policy on corporate-university collaborations and

instead, that the CAUT alert its members to the longer term implications of participating in the new forms of university-corporate linkages that were being strongly promoted by organizations like the Science Council of Canada and the Corporate-Higher Education Forum. We were unsuccessful and the CAUT produced a policy which, regardless of the good intentions of its drafters, read like a "how to" manual for engaging in these collaborations.

Today, members of the academic community witness the extent to which "corporatism" has infested both the content and the modus operandi of their own university or college. I am dismayed that we may follow the same path by inadvertently helping to facilitate this new ruse of making universities and colleges "accountable."

JANICE NEWSON
Sociology, York University



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BARGAINING & BENEFITS

CAUT's Annual Collective Bargaining Conference

Delegates Consider Concessionary Issues

BY ED BYARD

FIFTY-FOUR DELEGATES FROM across Canada gathered recently at Val David, Quebec, to consider the Challenges of Concessionary Bargaining, this year's topic at the annual Collective Bargaining Conference.

The conference, organized by the Collective Bargaining and Economic Benefits Committee of CAUT, was originally conceived as a training camp for inexperienced negotiators.

But in the last few years the conference has expanded to include policy sessions for experienced negotiators — thus delegates participated in Level 1 (negotiating training) and Level 2 (policy) sessions over three days.

The conference began June 8 with a keynote address entitled "Bargaining in the Midst of Restructuring" by Andy Todd, chief negotiator for the Ontario Public Services Employees Union (OPSEU). In recent negotiations with the Ontario government the union was able to attain a settlement after a three-week strike, the first strike of public servants in the history of OPSEU.

Mr. Todd pointed out in his remarks that the real issue was the value of a public service and just how many of the tasks formerly entrusted to government departments the population of Ontario is willing to offload to the private sector.

Donald Savage, Executive Director of CAUT, presented an overview of recent trends in collective bargaining. He pointed out that faculty unions are in peril but have been militant in response to the threat. Driven by right-wing government agendas, Canadian universities have been placed under the heavy burden of fiscal restraint, and administrations are pointing fingers

at collective agreements as being at the root of the problem.

He placed particular emphasis on the negotiations at the University of Manitoba and at Memorial University of Newfoundland.

In the first instance, the U. of M. administration proposed outrageous changes to financial exigency and redundancy clauses that ultimately forced UMFA to strike for three weeks before a mediator was appointed to broker a deal.

At Memorial, it appeared the administration was contemptuous of the bargaining process, breaking off negotiations after only a couple of days of talks, and attempting to impose an administrative handbook of its own after conciliation failed, with the claim that the contract had lapsed. MUNFA eventually obtained a strike mandate and settled within hours of the strike deadline.

The Level 2 sessions over the next two days followed the thread that Dr. Savage had established in his remarks. Maureen Kilgour, formerly a professional officer at CAUT and now in a similar position with UMFA, and Dr. Savage talked about how to keep associations strong under pressure.

They stressed the importance of keeping the membership informed so that they are ready to respond in times of crisis, and having clear lines of authority within the union executive and negotiating team.

It is clear in negotiations across the country that university administrations are targeting two components of collective agreements: financial exigency and redundancy articles; and salaries and salary scales. Two sessions were devoted to these issues.

In the first, Kevin Banks (professional officer at CAUT) and Maureen Kilgour addressed the nuts and bolts of negotiating financial exigency and redundancy arti-

cles, highlighting the need to retain a well-defined process with reasonable timelines and adequate investigative mechanisms in which faculty, either as members of senates or members of commissions of inquiry, are participants.

It is particularly crucial that language contained in these articles does not allow individual faculty to be laid off, as was the intent of the University of Manitoba administration in their initial proposals.

Michael Piva (Ontario Confederation of University Faculty Associations), Ron Melchers (Ottawa) and Roseanne Hood (UBC) dealt with the rationale of salary scales. Most university salary scales contain a career progress increment of some sort and giving these up at the negotiating table has dire consequences on career earnings, especially for young faculty at the beginning of their careers.

Also addressed was the issue of the fairness of current salary scales, especially as across the board salary increases tend to favour the top end of the scale more than the

bottom, thus placing young faculty at a further disadvantage. The issue of how to fix salary scales promises to bedevil faculty unions as long as the money allocated to salaries remains scarce.

The sessions in Level I were under the capable tutelage of various members of the CAUT staff, augmented with visiting experts. CAUT Professional Officers Christiane Tardif and Pierre Choquette designed and coordinated sessions on the legal framework of collective bargaining (led by Kevin Banks), verbal skills and one-on-one negotiating exercises.

CAUT Professional Officer Maureen Webb introduced the grievance process and led the participants through some simulations. Two plenary sessions, one on developing proposals and clause drafting, and another on models of conciliation, mediation, arbitration and dispute resolution were led by Ed Lavelle, President of the College Institute Educators' Association of BC, and Bill Graham, Vice-President of CAUT, respectively.

Prior to the traditional conference-ending all-day negotiating simulation, all the delegates assembled in a final plenary session to compare views on strategies for collective bargaining under siege, moderated by Ed Byard. It was clear from the discussion generated that those present had no shortage of ideas about what needs to be done. A brief summary of the discussion follows:

Build strength within the union: Be vigilant, get the facts, challenge assumptions; educate your members on an ongoing basis; deal with dissent within the union by focusing on issues; reexamine your membership base; and keep recruiting and training new members. If your association is not a certified bargaining unit perhaps it's time to reassess whether certification is warranted.

Maintain strength at the negotiating table: Audit your agreement to see where changes are needed; develop a strategy for negotiations by consulting widely within the member-

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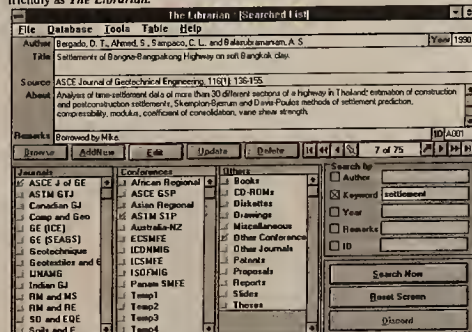
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Recherche : l'ACPPU s'oppose à un code déontologique

LE COMITÉ DE DIRECTION A pris position, cet été, au sujet du code de déontologie sur la recherche utilisant les sujets humains proposé par les trois conseils de recherches, et s'y est vivement opposé. Les trois conseils disposent déjà de codes sur la même question mais le nouveau code qu'ils proposent s'appliquerait à tous les chercheurs.

L'ACPPU reconnaît le besoin de ce genre de code en médecine, en psychiatrie et en psychologie. Les horreurs commises par les médecins du III^e Reich ont prouvé il y a de nombreuses années qu'ils étaient nécessaires. Toutefois, le fait d'étendre ces codes à d'autres disciplines se révèle une question beaucoup plus épineuse que ne le croient beaucoup de personnes.

Lorsque l'on crée un document de ce genre, la plus grande difficulté consiste à distinguer la perspective philosophique des règlements que des organes quasi judiciaires, tels les comités d'éthique universitaires, pourraient appliquer. Tant l'aspect philosophique que l'aspect juridique sont importants. Ils sont toutefois différents. Si l'on ne tient pas compte de cette différence, on aura comme produit final un document tellement vague et ambigu qu'il donnera le pouvoir d'interdire à peu près n'importe quoi.

C'est exactement ce qui se produit avec le projet de code des trois conseils fédéraux de recherches. Dans sa réplique au groupe de travail, le Comité de direction de l'ACPPU a fait remarquer que d'appliquer aussi le document aux collectivités était une erreur. Dans le contexte, une collectivité est définie comme tout groupe de personnes se considérant comme telle et ayant un but quelconque.

Le projet s'assortit d'un modèle déontologique de recherches dominé par une terminologie propre aux chercheurs en sciences médicales et visant à ce que toutes les formes de recherches ne nuisent pas aux sujets et qu'elles leur soient profitables. On exige ensuite qu'aucune recherche utilisant des sujets humains ou des collectivités ne soit effectuée sans le consentement des personnes ou des dirigeants de la collectivité faisant l'objet de la recherche. Selon le code, il faudrait effectuer la recherche en collaboration avec le sujet.

Or, comme le Comité de direction de l'ACPPU l'a souligné, la recherche sur la politique gouvernementale, qu'elle porte sur les relations industrielles, le rôle du milieu des affaires ou des groupes syndicaux en politique, l'analyse de la suprématie blanche ou de groupes haineux, ou la recherche sur la réussite ou non du parti Libéral à réaliser les promesses du Livre rouge, peut fort bien dégager des conclusions que les personnes ou les groupes trouveront préjudicia-

bles à leurs intérêts et certainement pas profitables.

Il peut en être de même des compagnies, qui sont également des collectivités, et qui n'aiment pas du tout les scientifiques de l'environnement. Le projet de code aurait comme effet pratique de permettre à ces groupes d'exercer un droit de veto pour tout projet de recherche sur leur collectivité qu'ils n'aiment pas.

Selon le Comité de direction, cette situation réduirait la recherche sur la politique gouvernementale à un rôle tellement anodin qu'elle n'en vaudrait plus le coup. Les chercheurs Canadiens deviendraient la risée de la communauté internationale universitaire.

Le projet de code s'applique également à toutes les formes de recherche et non pas seulement à celles subventionnées par le gouvernement fédéral.

Le Comité de direction a insisté sur l'effet dévastateur que le projet aura sur la critique littéraire qui désormais ne pourra se réaliser qu'avec le consentement du sujet ou de ses héritiers, sans période limite. Les biographies, en particulier celles qui ne sont pas autorisées, soulèvent le même genre de problème.

Le Comité de direction a conclu que les sujets vivants jouissaient déjà au Canada d'une grande protection grâce aux lois sur la diffamation verbale ou écrite et sur le droit d'auteur. Pourquoi donner des outils plus puissants pour réduire la recherche sur leurs activités?

Le code s'applique non seulement aux travaux sur les vivants mais aussi sur les morts. C'est de la pure folie, selon le Comité de direction, car la liste des personnes et des établissements qui pourraient aimer exercer un droit de veto pour des travaux historiques est presque infinie. Il a cité en exemple le cas des religions et des sectes religieuses dont plusieurs n'aiment pas les recherches critiques que l'on effectue sur elles.

Il a donné l'exemple récent de certains membres de la collectivité Sikh de Colombie-Britannique qui ont tenté d'imposer leur orthodoxie religieuse aux travaux historiques du titulaire de la chaire en études Sikh de l'Université de la Colombie-Britannique. L'administration de l'université a résisté aux pressions. Cependant, si le code était adopté, elle devrait maintenant exiger de ses professeurs la même orthodoxie à l'avenir.

Le groupe de travail a également inclus de manière explicite les nations dans la définition des collectivités. Ainsi, à qui vous adresseriez-vous pour obtenir la permission d'écrire un livre sur l'Allemagne nazie : à l'ambassadeur d'Allemagne, au chancelier Kohl, aux héritiers des dirigeants Nazis ou aux geôliers et aux bourreaux

des camps nazis?

Le Comité de direction de l'ACPPU a ensuite fait connaître sa deuxième objection au code, à savoir sa facture, qui tient à la fois du traité philosophique et du code légal. Le Comité de direction a suggéré qu'il y ait deux documents pour éviter la confusion. Les auteurs du code ont essayé de camoufler le problème en soutenant qu'il ne s'agissait pas d'un règlement et que d'autres instances, telles les universités, devront mettre en oeuvre un mécanisme d'application du document.

Voilà un faux-fuyant puisque le document fédéral, à caractère fortement réglementaire, serait inévitablement introduit dans les comités d'éthique de la recherche et les comités d'appel des universités notamment. Le langage vague et confus non seulement créerait des injustices mais constituerait une franche invitation à quiconque souhaite utiliser un instrument de la sorte pour s'attaquer à la liberté d'expression et à la liberté universitaire dans le milieu universitaire. Pour le Comité de direction, la dernière chose dont les universités ont besoin en ce moment est une invitation ouverte à de tels litiges.

L'ACPPU s'est opposée aux procédures suggérées dans le document qui écartent les conseils d'université ou les conseils généraux de faculté. Elles sont injustes pour les chercheurs et peu réalistes pour les petites universités. L'ACPPU a fait remarquer qu'il n'y avait aucune mention de coûts et a proposé que le gouvernement fédéral trouve de nouveaux crédits pour permettre aux universités de donner au code son plein effet.

Enfin, l'ACPPU a mentionné trois secteurs touchés par le projet de code qui pourraient profiter d'une étude plus poussée, soit la recherche anthropologique chez les Premières nations, la recherche dans le Tiers-Monde et les conséquences de la recherche sur les femmes en particulier dans les sciences médicales.

Dans une lettre distincte adressée aux présidents des trois conseils, le directeur général de l'ACPPU a proposé que l'échéancier d'adoption du document soit prolongé afin de permettre au groupe de travail d'assimiler tous les commentaires qu'il a reçus.

Le Comité de direction de l'ACPPU avait déjà recommandé que le groupe de travail rédige un code seulement pour le domaine médical s'il y avait urgence d'en avoir un dans ce secteur. Le projet est d'ailleurs plus détaillé et plus axé sur ce secteur, même s'il nécessite des révisions. ■

La lettre du Comité de direction de l'ACPPU est disponible à <https://www.caurea.ca>. Le texte du projet de code se trouve à <http://www.ethics.ubc.ca/code/>

Jeu de pouvoir au Manitoba

SUITE DE LA PAGE 1

mais aussi aux programmes qu'ils offrent. Autrement dit, la ministre et les personnes qu'elle nomme peuvent déterminer les programmes offerts par l'université. La définition de programme d'études prouve à quel point ce pouvoir est considérable. Le terme est en effet assimilé à tout groupe de cours donnant droit à des crédits et menant à un grade, à un diplôme ou à un certificat. Enfin, s'il a oublié quelque chose, le cabinet «peut, par règlement, prendre toute autre mesure qu'il estime nécessaire ou souhaitable à l'application de la présente loi».

Par l'entremise du Conseil, le gouvernement déterminera désormais les critères d'évaluation des travaux des professeurs.

Les universités devront obtenir le consentement du Conseil pour réduire un programme, un service ou des installations ou y donner de l'expansion. S'il consent, le Conseil pourra imposer toutes les conditions qu'il veut. Par réduction, on entend notamment la réduction du nombre d'étudiants.

À l'origine, les commissions de subventions devaient servir de tampon entre le gouvernement et les universités et les collèges. Selon le directeur général de l'ACPPU, Donald Savage, le conseil que crée le projet de loi 32 n'est pas du tout un tampon mais plutôt l'instrument du gouvernement, un appareil qui permettra à la ministre de ne pas assumer la responsabilité des mesures draconiennes prévues par son gouvernement.

Il a ajouté que le milieu universitaire devrait comprendre que les propositions du gouvernement sont un retour au 19^e siècle dans les provinces anglaises alors que les politiciens nommaient les professeurs et s'assuraient que les universités étaient assujetties au favoritisme politique.

Le gouvernement planifie depuis de nombreuses années cette prise de contrôle. En 1992, il a mis sur pied une commission d'examen présidée par l'ancien premier ministre conservateur, Duff Roblin, qui préconisait une diminution du rôle des professeurs dans la direction des universités, une réforme de l'enseignement, de la recherche et

des activités de création pour qu'ils correspondent aux besoins du Manitoba définis par le gouvernement, et une diminution du financement des universités au profit de l'enseignement à distance et des collèges communautaires.

Le gouvernement a réagi positivement au rapport de la commission et a demandé aux universités de se spécialiser dans des domaines qui l'intéressaient, notamment le tourisme, les soins de santé, le domaine aérospatial, les télécommunications, les industries environnementales et le secteur agro-alimentaire. Il leur a également demandé d'éliminer les coûts ayant un faible taux d'inscription et de mettre un terme au double emploi. Il a fait savoir qu'il ne voulait plus maintenir les professeurs dans le rôle traditionnel de l'enseignement, de la recherche et du service à la collectivité. Par la suite, la ministre a informé une délégation de la Fédération des associations des professeurs du Manitoba (FAPUM) de son intention de réduire les crédits, d'augmenter les frais d'inscription, de diminuer les effectifs étudiants et d'assujettir les universités au marché. La ministre actuelle a déclaré à la FAPUM qu'elle avait l'intention de poursuivre le mandat de son prédécesseur.

Selon William Bruneau, président de l'ACPPU, il est remarquable que des gouvernements conservateurs comme celui du Manitoba prèchent l'allègement de l'appareil gouvernemental pour en mettre moins sur les épaules de la population d'une part, et que, d'autre part, ils créent un projet de loi permettant aux politiciens et aux bureaucrates de gérer à outrance les universités.

La Fédération des associations des professeurs du Manitoba, qui représente les associations de professeurs de quatre universités de la province, est en train d'organiser une campagne de résistance au projet de loi. Elle propose des réformes de rechange qui, entre autres, restructurent le Conseil pour qu'il compte un nombre égal de représentants nommés par le gouvernement et de représentants élus des établissements d'enseignement postsecondaire. Le président de l'ACPPU a assuré à la FAPUM un appui national dans son combat. ■

Prière de communiquer avec :

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Why Society Needs Tenure

BY DONALD C. SAVAGE

WHY IS TENURE NECESSARY? The Supreme Court of Canada has made the point very clearly. In a case involving a number of professors and universities, it said: "Tenure provides the necessary academic freedom to allow free and fearless search for knowledge and the propagation of ideas" (McKinney et al). It pointed this out because it also said that the Charter of Rights and Freedoms does not apply to universities but that this lack of protection from the Charter was mitigated by the presence of the tenure system.

The Supreme Court then went on to commend the words of the Court of Appeal. That Court said: "The policy of tenure in university faculties is fundamental to the preservation of academic freedom. It involves a rigorous assessment by one's peers of academic performance after a probationary period of up to five years. Once tenure is granted, it provides a truly free and innovative learning and research environment. Faculty members can take unpopular positions without fear or loss of employment..."

Universities exist so that there can be free and independent teaching and research. The Supreme Court put it succinctly: "Universities need to be on the cutting edge of new discoveries and ideas..." Society benefits from free discussion in the universities and independent research because this is how we learn new ways of doing things.

As the CAUT says in its Policy Statement on Academic Freedom: "Academic members of the community are entitled, regardless of prescribed doctrine, to freedom in carrying out research and publishing the results thereof, freedom of teaching and of discussion, freedom to criticize the university and the faculty association, and freedom from institutional censorship."

Tenure is the device for protecting this freedom. What does it mean? It means that a professor can be fired, but only for just cause before an independent tribunal, usually an arbitration. As the Court of Appeal said: "This is based usually on gross misconduct, incompetence, or persistent failure to discharge academic responsibilities."

If a professor could be fired at the whim of the president of the university or the chair of the board without the need to prove just cause, you can be sure that thin-skinned politicians, pressure groups in the community who demand orthodoxy rather than criticism, jealous rivals, and others will

press the president to get rid of controversial professors. Past history tells us that, without tenure protections, many presidents or board chairs will succumb to these pressures. The consequence will be a culture of compliance rather than one of new ideas. That is why professors insist on a fair and just procedure rather than the grace and favour of administrators or government officials.

Could it happen? Just this year two professors of management at the University of Calgary noted in a publication that the health cuts mandated by Alberta's Klein government were roughly similar in size to the tax breaks given the oil industry.

The representatives of the oil industry made ominous sounds, and the administration did not exactly rush to the defence of its faculty. Without tenure, would the university defend a professor who discovered that toxic chemicals manufactured in the province were lethal, that the forestry practices in the province were inferior to other countries, or that the anti-pollution measures of the provincial government did not work, when those affected demanded that he or she be fired? Would it defend a professor who encouraged his students to engage in public discussion on whether the economic policies of the province actually worked and whether there were alternatives? I think you know the answer.

Rarely do the holders of power want to debate their policies. They prefer to silence their critics.

But what happens if the money runs out? Does tenure guarantee that there will be no layoffs? Isn't tenure a job for life regardless of the financial situation of the universities? Of course not. Virtually all faculty collective agreements in Canada have a financial exigency article which recognizes that faculty can be laid off if there is a genuine and serious financial crisis. Furthermore, across the country large numbers of university faculty are taking up early retirement schemes offered by university managements although many would prefer not to do so.

Those who attack tenure are generally too cowardly to put their true cards on the table. What they really want is a subservient and acquiescent university community which will obsequiously uphold the status quo — a comfortable university rather than a creative and independent one. ■

(Donald C. Savage is Executive Director of CAUT.)

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York Administration Tries Negotiation End Run

LAST SPRING ALL OF THE ONTARIO university administrations found themselves bargaining with their faculty because the constraints of the social contract imposed by the Rae government came to an end.

For a while it seemed as though a cabal of universities, where the faculty association was a certified bargaining agent, would try to replicate the failed coup by the administration in Memorial University last year.

Last summer the Memorial administration abruptly terminated bargaining after two days of regular negotiation, treated the ensuing conciliation process as *pro forma*, and then announced at the beginning of July that it would annul the collective agreement and substitute its own administrative handbook.

In many provinces including Newfoundland labour legislation is written so that after a period of formal conciliation mandated by the Labour act either side can strike or lock out. Instead of locking out, the Memorial administration issued its handbook and dared the faculty to strike if it did not like it.

The president of Memorial stated that this was necessary because of an immediate financial crisis. This scenario no doubt seemed ideal because it would produce a crisis in the middle of the summer when many of the faculty were away. Instead it produced a crisis which dragged on through the fall and early winter, convulsed the university for months, provoked a strike vote, resulted in the withdrawal of the administrative handbook, and eventually saw a last-minute signing of a collective agreement which could easily have been achieved the previous summer. Meanwhile the immediate financial crisis seemed to go on hold.

In Ontario this confrontational scenario seemed to be the path

desired by the administrations at Carleton, Wilfrid Laurier, Nipissing, Trent and York. If there was a cabal, it quickly dissolved. The Carleton Board of Governors agreed to arbitrate. Wilfrid Laurier and Nipissing settled. Trent agreed to postpone matters to the fall. This left York to try the Memorial tack during the summer.

At York negotiations had sputtered along in the spring without much success. The administration wanted to focus on retirement provisions of the contract in order to reduce the benefits for retiring professors and to reintroduce mandatory retirement at age 65.

The faculty association wished to maintain flexible retirement provisions and to increase salaries because York had fallen from fourth to eleventh place in the province during the period of the social contract and the years just previous. It argued that this approach was feasible because York was in a healthy financial position and had no problem recruiting students since it was in the most heavily populated part of the country. It also wished to deal with workload and the effects of technological change.

At the end of April, after just a few weeks of negotiation, the administration applied for conciliation. A conciliation officer was appointed to meet with the parties on June 27. On that first and only day of conciliation the administration declared an impasse and requested a "No Board" report. This was a legal prerequisite for the administration to be in a lockout position or to permit it to alter unilaterally the terms of the collective agreement.

The No Board Report was issued on July 9 and 16 days later the administration had obtained the powers it sought. After two further days of mediation, the administration announced on Aug. 1 that it was altering unilaterally two

articles of the collective agreement — those on flexible retirement and on career progress increment.

The administration now has the power to unilaterally amend any other article it had previously put on the bargaining table.

The faculty association rejected these manoeuvres. It called a well-attended membership meeting towards the end of July which voted massively to support the stance of the negotiating team. The Executive Secretary of CAUT attended the meeting and pointed out that the administration was tearing up the collective agreement and substituting what amounted to an administrative handbook.

Members of the negotiating team discussed the university's financial statements, pointing out that the university was in a healthy financial position. In the last two years operating revenue had exceeded operating expenses by a total of more than \$15.6 million.

The team also noted that York, unlike some other Ontario universities, had no shortage of students despite substantial fee increases and was unlikely to have such shortages since it was located in the biggest population centre in the province.

The association called on the administration to agree to a mediation/arbitration of the outstanding differences. This would be a process by which a mediator would work for a fixed period of time and, if no agreement were reached, he or she would be transformed into an arbitrator who would make a final and binding decision. The administration rejected mediation/arbitration and wrote the faculty to announce its imposition of the new administrative contract.

The association has called a membership meeting for Sept. 6 in order to discuss the options. ■

Humanists & Social Scientists Form New Federation

THE SOCIAL SCIENCE Federation of Canada (SSFC) and the Canadian Federation for the Humanities (CFH) have amalgamated to create the Humanities and Social Sciences Federation of Canada (HSSFC).

The HSSFC will represent 54 learned societies, 69 universities and colleges and over 24,000 scholars and graduate students active in the study of languages, soci-

ology, literatures, religion, geography, psychology, anthropology, history, philosophy, classics, law, economics, education, as well as linguistics, women's issues, industrial relations and international development.

As co-presidents, Dr. John Scott (former President-Elect of CFH) and Dr. Gregory Kealey (former Presidents of SSFC) will be working with an interim Board

from across Canada to ensure that the new Federation is responsive not only to the needs of the community but of all Canadians.

One of the flagship programs of the HSSFC will be the Congress of the Social Sciences and Humanities, formerly the Learned Societies Conference, to be inaugurated at the University of Ottawa in 1998 to coincide with the university's sesquicentennial anniversary. ■

Annual Bargaining Conference

FROM PAGE 3

ship; executive needs to decide on priority items; and negotiating team needs to develop tactics within the mandate provided by the membership and the executive.

Opening positions should be clearly stated, defensible, and should uniformly represent improvements to the collective agreement, but they should not raise unreasonable expectations within the membership. Assume that accepted rules of bargaining may be broken by the employer or the government but don't overreact — hope for the best, prepare for the worst.

Support the principle of collective bargaining: Counter arguments made by politicians and administrators that collective agreements are impeding the ability of the university to maintain excellence and efficiency; good collective agreements promote labour peace, and the process has withstood the test of time, including hard times. If collective bargaining is not working well, find out why not. Is it the employer's fault, is it the union's fault? Perhaps the wrong people are in union posts.

Take political action: Build coalitions with other unions, both on and off campus; get support of union members whose livelihood depends on students and the presence of the university in their community; participate in non-partisan action groups (eg Target Education, Coalition for Fairness) that sup-

port quality in education; keep the profile of the university and its contribution in the public eye, through the media, the internet, Web pages, or even over-the-fence conversations; enlist the help of administrators or alumni to promote the value of post-secondary education; talk to politicians about education issues whenever the opportunity arises.

The plenary session ended the training and policy sessions and all delegates participated in an all-day negotiations simulation as either a member of an "association" or "board" team trying to conclude negotiations on a collective agreement. In all cases, agreement was reached, but only after hard bargaining by all. (It is actually scary to see the selfish wish which our faculty colleagues can emulate the unreasonable and intransigent behaviour of university administrators in these simulations!).

As the delegates departed, planning was already beginning for next year's conference at Val David in June, 1997. ■

(Ed Byard is a member of CAUT's Collective Bargaining and Economic Benefits Committee.)

I wish to thank all the facilitators and participants for making the conference a success — especially Dorothy Milne, my co-organizer from the Collective Bargaining and Economic Benefits Committee, as well as Christiane Tardif, Pierre Choquette, Louise Desjardins, and Nancy Gordon from the CAUT office.

CAUT Objects to New Research Code

FROM PAGE 1

group of persons who consider themselves a collectivity for any purpose.

This is then married to a medical model of research ethics which is defined to ensure that all research should do no harm to research subjects and should also do good for them. Then the document requires that no research on human subjects or collectivities should take place without the consent of the individuals or the leaders of the collectivity. It then follows, as the code states, that research should be done in partnership with the research subject.

However, the CAUT Executive pointed out, public policy research — whether on industrial relations, the role of business or labour groups in politics, analysis of white supremacy or other hate groups, or research on the success or otherwise of the Liberal Party in applying the Red Book — may well come to conclusions that individuals or groups consider to be harmful to their interests and certainly not beneficial to them.

The same may well be true of corporations (which are also collectivities) who do not take kindly to environmental scientists. The practical effect of the draft code would be to give all these groups a veto over any research about their collectivity which they did not like.

This, said the CAUT Executive, would make public policy research so anodyne that it would not be worth doing. It would also make Canadian researchers the laughing-stock of the international community of scholars.

The draft code also requires that it be applied to all research, not just that funded by the federal government.

The CAUT Executive pointed out the devastating effect that the proposed code would have on literary criticism, which now could only be done with the consent of the subject or the subject's heirs with

no limitations on the timescale involved. Similar problems arise with biographies, particularly of the unauthorized type.

The Executive noted there was plenty of protection in Canada for the living as a consequence of the laws on libel and slander as well as copyright law. Why give the powerful more tools to reduce research about their activities?

The code extends its regulation not only to works about the living but also those about the dead. This way, said the Executive leads to madness. The list of individuals and institutions who might like the power to veto historical works is almost infinite. It cited, for example, religions and religious sects, many of whom do not favour critical research about themselves.

It noted that recently certain members of the Sikh community in British Columbia tried to impose religious orthodoxy on the historical work of the holder of the chair in Sikh studies at the University of British Columbia. The university administration resisted this pressure, but presumably would, if the code were adopted, now have to require such orthodoxy from the faculty member for any future research.

In addition the working group had explicitly defined collectivities to include nations. Who would you consult for permission to write your book on Nazi Germany — the German ambassador, Chancellor Kohl, the heirs of the Nazi leadership or of the Nazi prison guards and executioners?

The CAUT Executive then noted its second major objection to the code, namely that it combined both a philosophical treatise and a legal code. The Executive suggested there be two documents, otherwise confusion will be the result. The authors of the code try to camouflage this problem by arguing that it is not a regulation and that other bodies such as universities will have to develop the means to apply the document.

This, however, is an evasion since it is inevitable that the federal document, which is heavily regulatory in its language, would be introduced into university research ethics boards, appeals committees, and the like. The vague and fuzzy language would not only produce injustice but would be an open invitation to those who want to use such proceedings to attack free speech and academic freedom in the academy. The last thing we need at the moment, the Executive said, was an open invitation to such litigation.

CAUT objected to the procedures suggested by the document which sidetracked university senates or general faculties' councils, were unfair to researchers and were impractical in small universities. It also noted there was no discussion of costs and suggested Ottawa should find new funds for the universities to allow them to make the code operative.

Finally CAUT noted that there were three areas touched on in the draft code which might benefit from further study — anthropological research among the First Nations, research in the Third World, and the impact of research on women particularly in the medical sciences.

In a separate letter to the presidents of the three councils, the Executive Director of CAUT suggested the timetable for adoption of this document be extended to allow the Working Group to digest all the comments it has received.

The Executive of CAUT had already recommended that if there was a rush to have in place a code related to medicine, the Working Group should produce a document solely for that area since the draft code was both more detailed and more sensible in this context, even though still requiring revision. ■

The CAUT Executive's letter can be found at <http://www.caut.ca>. The full text of the proposed code can be found at <http://www.ethics.ubc.ca/code/>

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Engineering Graduate Student Held in San Diego State U. Shootings

POLICE OUTLINED ON FRIDAY how they believed a graduate student had killed three professors at San Diego State University a day earlier in what they called execution-style shootings.

At a press conference at police headquarters, officers described the events as follows:

At 2 p.m. on Thursday, Frederick Martin Davidson, a 36-year-old master's-degree candidate in mechanical engineering, came to Room 327 of the Engineering Building to defend his master's thesis for a second time. He had failed during his first attempt several months earlier.

When he arrived in the room, he was formally presented to his thesis-review committee by his adviser, Chen Liang, an assistant professor of mechanical engineering. Mr. Davidson then walked across the room, reached into a laboratory first-aid kit, and pulled out a 9-millimeter handgun that he had placed there earlier.

He first shot Mr. Liang, and then he hunted down and killed the two other professors on the thesis panel as they attempted to flee. They were Constantinos Lyrantzis, an associate professor of aerospace engineering and engineering mechanics, and D. Preston Lowrey III, an associate professor of mechanical engineering. Mr. Liang was 32; Mr. Lyrantzis was 36; and Mr. Lowrey was 44.

Three other graduate students were in the room at the time to watch Mr. Davidson's thesis presentation. They told police that he had not attempted to kill them. Police officers said their account was largely based on what the students said they had seen and on a note that was found on Mr. Davidson but that police officials declined to describe. The police hypothesized that Mr. Davidson had expected to fail his thesis defense a second time, an outcome that might have resulted in his termination from the program.

Campus police officers arrived quickly at the scene after the killings and said later that they had found Mr. Davidson, still armed, pacing up and down the third-floor

hallway.

They said he had begged them to shoot him. At their urging, he dropped his gun, and the San Diego police soon had him in custody.

Mr. Davidson has not been arraigned, but he will be charged with three counts of murder, police officials said. He did not have a lawyer as of Friday afternoon.

According to university officials, Mr. Davidson had been a student at San Diego State since 1987. He received a bachelor's degree in aerospace engineering in 1991, but then reportedly had difficulty finding a job. He took courses at the university without enrolling in a degree program from 1991 to 1994, when he started the master's program. His thesis, "Characteristics of Torsional Shape Memory Alloy Actuators," concerned research on a special alloy that can be deformed and yet retain its shape until it is heated.

Students and faculty members at San Diego State said they were in shock at how the campus had lost three young and talented faculty members. "This leaves us with a void that will be impossible to repair," said Pieter Frick, dean of the College of Engineering. "How dare this happen to us?"

In a letter to the campus community, Stephen L. Weber, the university's president, praised the three professors for "devoting their all-too-short lives to the noble work of education, to sharing their knowledge and wisdom with others."

Mr. Weber, who took office July 1, urged students and faculty members to share their grief. "We will each have our own personal and private way of coming to grips with this tragedy," he wrote, "but let us not forget that we are a community, that we can find solace in one another, and in our shared sense of loss."

On Friday afternoon, more than 1,000 students and faculty and staff members gathered in the auditorium of Montezuma Hall to mourn together. Arm in arm, their eyes reddened with tears, they remembered their fallen colleagues.

"I worked closely with Cosras, and he was a wonderful man and a

dedicated scholar," said David Dufault, the chairman of the History department, in an interview.

He said news of the killings had spread quickly on Thursday afternoon, and rumors that a gunman was on the loose had sent the campus into a fearful frenzy. "For an hour and a half, no one knew what was going on, and we were all afraid," he said.

Still, he said that the university should not overreact, for example, by installing metal detectors to try to keep guns off the campus. "First, it would be very difficult, because there are so many entrances here," he said. "But more importantly, it would change the nature of the campus, to one of distrust."

The only thing the university could do to prevent such an incident from recurring, Mr. Dufault said, would be to work harder at spotting and helping students under stress.

"Any thoughtful and demanding graduate program is bound to disappoint some students," he said. "What we have to do is get better at helping students through their disappointments."

Some students here said that they too had experienced great anxiety at times over their academic work. Still, they said, they could little understand what impulse could have led Mr. Davidson to kill three people, as police charge he did.

"He must have had all his chips on the table," said Armando Benny, a senior at the university.

He said it was unfortunate that it had taken such an event to bring the campus community together.

But together, students and faculty members left flowers and wreaths outside the Engineering Building on Friday afternoon. Some even ventured inside, to Room 327, now cordoned off by the police, there to say goodbye to three men who were their professors, their colleagues, and their friends. ■

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Suspect in San Diego State U. Shootings Pleads Not Guilty

THE GRADUATE STUDENT charged with shooting to death three engineering professors at San Diego State University pleaded not guilty in court Monday. His lawyer said the student had experienced lifelong emotional and psychological problems.

Police say Frederick Martin Davidson, a 36-year-old master's-degree candidate in mechanical engineering, shot the professors just before he was to defend his master's thesis for a second time. He had failed in his first defense several months ago. Police say he pulled a 9-millimeter handgun from a hiding place and shot the professors as they tried to escape. After begging police officers on the scene to shoot him, he surrendered, authorities say.

At his arraignment in San Diego Superior Court, Mr. Davidson pleaded not guilty, and a judge ordered him to be held without bail. His lawyer, Katherine Coyne, said that Mr. Davidson was under a suicide watch in his jail cell. His family, she said, has a long history of mental illness, and although he has suffered from psychological problems, his relatives failed to recognize them.

"It's tragic that a young man who obviously has great mental promise and served honorably in the military should have failed to have his mental problem recognized and treated," she said, noting that Mr. Davidson had served in the U.S. Army for four years.

The prosecutor has filed a "special circumstances" motion, which means Mr. Davidson could get the death penalty if he is convicted, said Gayle Falkenthal, a spokeswoman for the San Diego District Attorney's Office. Under California law, multiple murders and "lying in wait" are two crimes that can carry a death sentence, she said. A preliminary hearing in the case is scheduled for December 5.

Rick Moore, a university spokesman, said San Diego State was not planning any new security measures following the incident. The Engineering Building, where the shootings occurred, has reopened. "We already have a very strong statement about the presence of firearms on campus, and while we are concerned about security questions, I don't know how we could effect a plan on our campus," Mr. Moore said.

The campus mood remains subdued, he said, even as preparations for the fall semester are under way. A memorial service for the three professors is planned for September, after students and faculty members have returned. University officials are also planning to start a memorial fund for the families of the victims, he said. ■

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RCMP Warns of Nigerian Letter Scams

The RCMP has advised that the Canadian university community has been the subject of various frauds and scams originating in Nigeria whereby the recipients are promised compensation for assisting in the transfer of money out of Nigeria. Members should be sceptical of such propositions. Further information can be secured from Cpl. R. Christianson in Edmonton at (403) 945-5110.

Mise en garde de la GRC contre des escrocs nigériens

La GRC nous a informés que le milieu universitaire canadien faisait l'objet de diverses fraudes et escroqueries provenant du Nigéria. Des escrocs promettent à des gens une somme d'argent en échange de leur aide pour transférer des capitaux du Nigéria. Les membres du milieu universitaire devraient se méfier de ce genre de proposition. On peut obtenir plus d'information sur la question auprès du caporal R. Christianson, à Edmonton, au (403) 945-5110.

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Issue of openness plagues MUNFA

The CAUT Bulletin report (March 1996) of the agreement on a new contract at Memorial includes at least one serious error. One can set aside the self-serving hearsay accusing members of the bargaining unit of being "the Neville Chamberlains of Memorial" because they expressed views contrary to those of the MUNFA negotiating team.

It is, however, totally incorrect to state that the "small minority" who expressed these views supported the administration's positions — the record shows quite the opposite. The dissent was directed primarily at the lack of openness in arriving at the MUNFA positions and the strategy employed by the negotiating team.

We are all familiar with the perceived requirement for secrecy during the negotiating process, but it is equally important that there be an adequate forum for the open presentation and discussion of alternate viewpoints. It is significant that the same issue of the Bulletin addresses this very issue of openness (by administrators) in an article "Veils of Secrecy" by Gordon Shrimpton. He correctly points out that the cost of secrecy is an erosion of trust.

This is what I believe occurred during the Memorial negotiations. We can hardly expect openness on the part of the administrators at our university if we are not willing (or able?) to tolerate the same openness in the conduct of the most important of our union's functions — the negotiation process.

The climate to openly express dissent, whether towards politicians, university administrators or union executives goes right to the heart of academic freedom. It is not just the right to express dissent that is important, but the climate created in which that dissent is tolerated. It would seem from the penultimate paragraph in the Memorial article, by the denunciation expressed and the censure implied, that MUNFA is a long way from setting a climate wherein dissenting views are to be met with tolerance.

JAMES A. WRIGHT

Earth Sciences, Memorial University of Newfoundland

MUNFA responds to Professor Wright

I am replying to Dr. James Wright's Letter to the Editor in order to correct a serious misrepresentation which that letter contains. Dr. Wright implies that there was a lack of openness on the part of MUNFA in arriving at its bargaining positions and the strategy employed by the negotiating team. He also suggests there was an effort to suppress dissent during that process.

I would first point out that during the period of negotiations the faculty association executive called an unusual number of general meetings to discuss the contract, the bargaining strategy, and eventually the strike vote. These took place in 1995 on July 6, Sept. 28, Oct. 25, Nov. 1, Nov. 15 and Dec. 7, and on Jan. 18, 1996. Of these seven meetings, all but two were extraordinary meetings and all well attended.

In addition, the negotiating committee held constituency meetings every Friday during the period of actual negotiations from November 1995 to January 1996, at which members were invited to attend and speak to the negotiators.

Six larger constituency meetings took place between Dec. 11 and 18. The committee also circulated 24 issues of the Negotiating News, a regular newsletter in which up-to-date developments at the table were reported in voluminous detail, frequently over several pages.

There was, in short, a whole-hearted effort on the part of the executive and the negotiating committee to inform members of what was transpiring, obtain their opinions and support, and frame negotiating positions and strategy accordingly.

There was no curtailment of the right or opportunity to express dissent. On the contrary, there were active and organized efforts by a number of dissenting faculty to change members' minds, both during discussion at meetings and through direct communications to MUNFA and to individual members. Every member had the opportunity to vote secretly in the strike ballot. Dissent, in short, was not inhibited in the least.

It is important for those in a dissatisfied minority to distinguish between the suppression of dissent and the failure of the majority to accept a dissenting point of view. Suppression of dissent, as Dr. Wright points out, is not legitimate, and should lead quite reasonably to distrust. Majority rule, however, is the essence of democratic decision-making, and will happen in democratic institutions whenever complete consensus is not achieved. Distrust on the part of a minority under circumstances of open and fair debate and secret ballot bespeaks an anti-democratic bias, implying a refusal to be satisfied unless the minority is able to impose its will on the majority.

It could not be more obvious that in the present climate some university administrations no longer have a commitment to protecting academic freedom as a primary and defining goal of a university. Now, therefore, this fundamental value can only be defended through the collective action of practising professionals. The real threat to academic freedom lies in the attempt by administrations and governments to undermine the institutions which sustain it, which include tenure and collective agreements.

Indeed, at retirement we should suggest to Dr. Wright that the recent negotiation at Memorial presents one of the clearest examples to date of a battle in which the capacity for collective action, initiated by democratic decision, was necessary to preserve academic freedom from this threat.

CHRISTOPHER DENNIS
Past President, MUNFA

Retirement assets need careful consideration

Thank you for Frank Reynolds' recent informative article on protecting retirees against inflation (April 1996). Two comments are called for.

First, at retirement most of the professoriate possess a variety of assets which offer different types and extent of inflation protection. In order of importance, these are typically pension rights, mortgage-free dwelling, RRSPs, life insurance, and securities which are not tax-sheltered. Hence, the choice on which Reynolds focuses — whether or not to try to leave a substantial estate — has to be considered not in the unidimensional situation that he discusses, but in a more realistic context.

Some asset categories at retirement are more or less committed toward creation of an estate and others are not. For example, pension and RRSP annuities may terminate at death, while life insurance and dwelling(s) go into the estate. Analysis of a differentiated asset position will yield rather different results from those of Reynolds.

Second, a number of universities in Canada have pension arrangements with excess-interest indexation, an option not considered by Reynolds. Such arrangements provide non-guaranteed indexation up to changes in the CPI, to the extent investment performance of the pension plan exceeds a specified threshold. The lack of a guarantee, in a world where actuaries make extremely conservative assumptions, makes such arrangements far less expensive to implement than unconditional arrangements offering full or even partial indexation.

PAUL B. HUBER
Economics, Dalhousie University

Un 2^e programme d'infrastructures?

LE PREMIER MINISTRE A PROPOSÉ AUX PREMIERS MINISTRES provinciaux la création d'un deuxième programme d'infrastructures. Le premier programme était réservé aux travaux publics et était financé conjointement par le gouvernement fédéral et les provinces. Les sommes d'argent en jeu étaient considérables. Les universités ont été exclues du programme bien que quelques unes en Nouvelle-Écosse et ailleurs aient recueilli des miettes.

Il reste cependant à déterminer dans quels secteurs seront injectés les fonds du nouveau programme annoncé en juin. Le premier ministre a proposé que les routes et le tourisme en soient les bénéficiaires. Le premier ministre de la Saskatchewan, Roy Romanow, a, quant à lui, privilégié la recherche et le développement. D'autres ont proposé les deux options.

Dès la conclusion de la récente conférence des premiers ministres, l'ACPPU et l'AUCU ont coordonné une stratégie de lobbying auprès des gouvernements fédéral et provinciaux pour que la recherche et le développement deviennent un volet important du nouveau programme d'infrastructure. L'enjeu vise également à permettre aux universités de concourir pour l'obtention de subventions. Ces fonds d'immobilisation pourraient servir non seulement aux immeubles mais aussi au rééquipement des laboratoires, à l'amélioration des systèmes informatiques et à la modernisation de la technologie des bibliothèques.

Les deux organismes ont écrit au ministre fédéral responsable du programme d'infrastructures. Ils ont enjoint les recteurs d'université et les associations locales de professeurs d'exercer des pressions sur les gouvernements provinciaux afin qu'ils veillent à inclure la recherche et le développement dans le nouveau programme d'infrastructures et s'assurent que les universités pourront concourir pour des subventions.

L'ACPPU a félicité le premier ministre Romanow de son initiative.

En outre, l'ACPPU a exercé des pressions auprès du Conseil des ministres de l'Éducation. Elle a vivement recommandé aux ministres de prendre des mesures, dans leur province respective, qui faciliteront la réalisation des propositions de l'ACPPU et de l'AUCU en ce qui concerne le projet de programme d'infrastructures.

Il est probable qu'il s'agira de fonds de contrepartie puisque le gouvernement fédéral est très intéressé ces temps-ci à obtenir des crédits supplémentaires des provinces ou du secteur privé.

Selon Bill Bruneau, le président de l'ACPPU, le programme d'infrastructures est problématique car il se concentre sur l'investissement dans les immobilisations mais ne prévoit pas d'argent pour le fonctionnement des programmes universitaires et collégiaux. L'ACPPU et l'AUCU espèrent toutefois qu'une sorte de financement aidera à produire l'autre sorte.

«En adoptant une position trop puriste, nous risquons de ne rien avoir, ce qui serait désastreux», craint le professeur Bruneau.

Le Parti libéral, à Ottawa, est divisé entre les puristes financiers, dont le ministre des Finances Paul Martin, qui veulent avant tout réduire le déficit, et de nombreux députés de l'Ontario et des Maritimes qui souhaitent que l'on mette l'accent sur la création d'emploi avant les élections.

Comme l'a déjà souligné l'ACPPU, la recherche effectuée dans les universités est fortement basée sur le facteur travail. Au surplus, elle a l'avantage de produire des diplômés très scolarisés. Le financement des infrastructures de la recherche universitaire permettrait au gouvernement libéral de remplir quelque peu son ambitieuse promesse du Livre rouge consistant à augmenter l'appui à la recherche et au développement, a ajouté le directeur général de l'ACPPU, Donald Savage.

Dans l'interval, les premiers ministres ont inscrit la question à l'ordre du jour de la prochaine réunion des ministres des finances. ■

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Exciting Potential of Scholarly Electronic Journals

BY LESLIE K. W. CHAN

TRADITIONALLY, THE LEARNED JOURNAL has served as the primary medium for scholarly communication, legitimizing and assessing scholarly discourses and intellectual labour, and facilitating the academic review and reward process. Electronic publishing may now have the potential not only to share this function, but also to revolutionize methods of research and collaboration.

Until recently, the form and functions of the print journal have remained stable. However, the recent explosive development of information technology is challenging the traditional conceptions of scholarly communication and publishing, and academics are discovering that networking tools open new kinds of research practice and scholarship impossible within a print paradigm. The new technology is particularly welcome since the traditional publishing system is in crisis.

Since the 1960s, the number of articles and new journals have skyrocketed. For example, over half the language and literature journals available were inaugurated after 1970, and nearly half of the one million papers in mathematics were published only in the past decade.

This tremendous increase in serials publication, coupled with spiralling subscription costs and shrinking library budgets, are driving what many describe as the "crisis in scholarly publishing." While researchers are finding it impossible to keep up with the literature in their fields, libraries are finding it increasingly difficult to maintain their current serials collection, let alone acquire new titles. The "de-acquisition" of journals, particularly those that have small readerships and are too costly to maintain, is commonplace among libraries. As a consequence, the ability of university libraries to provide faculty with needed published information has been steadily eroding.

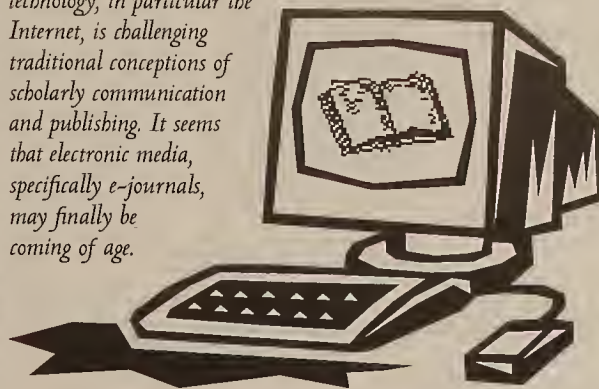
Scholarly publishing is clearly at a crossroads. Academics have tough choices to make: leave the journal system as is, and face further erosion of access to information, or form a partnership with technology specialists, librarians and learned societies to develop high quality network-based electronic publishing projects, making the results of their research available at a lower cost.

Strong evidence that scholars are increasingly adopting the latter route can be seen in *The Directory of Electronic Journals, Newsletters and Academic Discussion Lists*, the standard reference work on serials and other academic fora available on the Internet.

The 6th edition of the *Directory*, published by the Association of Research Libraries, and released in July of this year, shows a 257 per cent increase in e-journals and a 26 per cent increase in academic discussion lists since the 1995 edition. Since 1991, when the *Directory* was first published, the number of discussion lists has risen from 517 to 3,000, and journals and newsletters from 110 to the current 1,688.

At present, most of the e-journals do not have a paper-based counterpart. The majority of academic e-journals are free, and most are non-refereed. But the number of peer-reviewed e-journals, many sponsored by learned societies, is increasing steadily. There

The recent explosion of information technology, in particular the Internet, is challenging traditional conceptions of scholarly communication and publishing. It seems that electronic media, specifically e-journals, may finally be coming of age.



are now over 100 refereed science, technology and medical e-journals, and many more will be launched in the coming year.

Interestingly, e-journal publishing is not restricted to the sciences and computer-related fields, where practitioners are expected to be more adept at information technology. Titles like *Postmodern Cultures*, *Internet Archaeology*, *Sociological Research Online*, and *Nordic Linguistic Bulletin*, clearly show that interest in e-journals spans the range of academic disciplines. Indeed some of the earliest e-journals originated in the Humanities, the *Bryn Mawr Classical Review*, a journal devoted to the review of books in the classics, being exemplary.

At present, the World-Wide Web, supported by the hypertext transfer protocol (http), appears to be favoured by most new journal publishers. Indeed, web journal publishing offers several advantages over the existing print model.

Until recently, presentation of scientific data and results were restricted both by printing cost and by the limitations of two-dimensional representations. Because of its ability to incorporate digitized audiovisual information and high resolution graphics, web-based publications can offer new means of visualization and richer representation of data and results.

With electronic media and the decreasing costs for storage, the possibility also exists for the publication of all the primary data on which research is based. By offering the raw data and the software used in its analysis, readers will be able to duplicate, re-analyze or reinterpret an author's work. Such practices may radically redefine collaboration and resource sharing.

Furthermore, readers of web documents can easily travel, through hypertext links, to related articles or other journals, and gain access to geographically dispersed resources such as museum collections or rare archival material.

The accumulation of such related links will resemble a cumulatively developing database on a research problem. Thus, rather than being a bounded volume of somewhat related articles as in the print model, an e-journal may represent an evolving archive of on-going research and interconnected resources, with researchers from around the world contributing to its growth. Such a scenario is already occurring on the Net, in fields as di-

verse as molecular genetics and renaissance studies.

Because electronic publishing is not tied to page budgets, print runs, and production schedules, e-journals provide much greater flexibility than do traditional periodicals. An individual article can be published as soon as it is reviewed, accepted, and corrected, without having to wait for other articles to form an artificial issue. On the other hand, special theme issues and conference proceedings can be published when demands arise.

Understandably, not all scientists and academics are equally impressed with e-publishing. Indeed, the nascent practice of e-journal publishing raises a number of serious questions and challenges that e-journal enthusiasts often fail to acknowledge.

Of foremost concern is whether e-publications will be accorded the same status as print journals. Many are concerned about how the peer review system will be maintained, and whether quality of e-publications will be controlled. Indeed, given the diversity of forums (such as listservs, e-conferences and seminars, document archives and e-journals) in the networked environment, many question what constitutes an electronic publication, let alone its quality control. To sceptics, the Internet represents a global vanity press, where the onus of sorting the good from the bad rests solely on the reader. Without the prestige hierarchy of print journals, the editors' seals of approval, and the yardstick for "minimum publishable unit," how would tenure and promotion committee members evaluate e-publications?

There are also legitimate concerns with the textual integrity of e-publications. Given the fluidity of the electronic medium and the ease with which digital documents can be altered, plagiarism and unethical use of data and resources is easy.

The fluidity of electronic documents and their dependence on computers for decoding poses further problems. Will e-publications be permanently archived and preserved by academic libraries? Will the constant arrival of new software and storage media render existing electronic documents obsolete? Will e-publications be adequately indexed and easily retrieved? And how will existing copyright regulations cope with publications in the electronic environment?

These are key questions that have been hotly debated.

Many practitioners of electronic scholarship are confident that as more scholars take to the Net, methods of solving such problems will emerge. A number of e-journal supporters have argued that the procedure of peer review is entirely independent of the medium and there is no reason why peer review will be absent in the electronic environment. Others have added that the powerful bibliometric (indexing and searching) tools that are available on the Net will permit more precise and dynamic citation analysis, allowing assessment focussed on post-publication significance. Such a practice may reduce the preoccupation with quantity that has characterized much of academic evaluation.

While e-journals and electronic documents are more difficult to classify and catalogue than printed artifacts, the problems associated with their storage and retrieval will likely soon be resolved. The two key players of scholarly communication in Canada, the National Library of Canada and the Canada Institute for Scientific and Technical Information, have been developing policies concerning electronic publications. They are committed to the preservation of scholarly materials, whether they are in print or in electronic forms. So while there is no guarantee that network publications will be preserved forever, the fear that they will fast become obsolete may be exaggerated.

Despite the potential of electronic publishing, many academics will continue to resist it because such a move will alter, in a substantive way, their scholarly habits. Unless influential academics and institutional leaders reexamine the way intellectual labour is valued and rewarded, e-publications, no matter how good, are unlikely to be recognized. Until such recognition exists, faculty, particularly young non-tenured members, will be reluctant to publish electronically.

Encouragingly, there are signs that Canadian universities may consider electronic scholarship more seriously. For example, a discussion paper from the joint Association of Universities and Colleges of Canada/Canadian Association of Research Libraries Task Force on Academic Libraries and Scholarly Communication, stresses the need for cooperation in giving electronic publishing greater status. Perhaps such cooperation will overcome conservative habits, allowing exploration of the potentials of new electronic technology.

In the meantime, copyright issues arising from electronic publishing remain to be dealt with in a third phase of federal copyright reform. ■

(Leslie K.W. Chan is in the Department of Anthropology/Center for Instructional Technology Development at the University of Toronto.)

Suggestions, comments or contributions that deal with media developments (computers, videos, teaching with new media resources, etc) that will have an impact on academic staff and their work are welcome (max 750 words). Submission does not guarantee publication. All signed articles represent the views of the author and not necessarily those of CAUT.

Rosalind Rieborough, CAUT Director of Member Services is the New Media page editor; telephone: 613/820-2270; fax: 613/820-7244; Email: rse@caut.ca.

Mary Warner Case Update

THE JUNE ISSUE OF THE *BULLETIN* reported that Brock University had filed notice with the Ontario Court of Appeal to appeal the Divisional Court's rejection of its bid to have former History Department secretary Mrs. Mary Warner's Human Rights complaint quashed. The decision on the appeal was to be considered on June 10.

Meanwhile three Learned Societies (The Canadian Women's Studies Association, the Society for Socialist Studies, and the Canadian Sociology and Anthropology Association) passed the following motion at their Annual General Meetings at Brock University this year:

"That [Association name] supports Mary Warner's bid to

have her third-party sexual harassment case heard by the Ontario Human Rights Commission and decided on its merits."

The ruling on the appeal came down on June 13: Brock University's request was denied. (No reasons were given.) ■

Any financial assistance that CAUT members can send will be gratefully received. Mrs. Warner's costs in this case are staggering. Please forward donations to The Mary Warner Fund, c/o Professor Murray Miles, Department of Philosophy, Brock University, St. Catharines, Ontario L2S 3A1. Such support has always lifted Mrs. Warner's spirits. Thank you.

Background: CAUT Bulletin reports, June 1987, February 1989, June 1992, February 1995, June 1996.

Threat to the Universities in Manitoba

FROM PAGE 1

conditions it wishes. Reduction is defined to include any reduction in student numbers.

Grants commissions were originally proposed as buffers between the government and the universities and colleges. "The Council created by Bill 32," said Donald Savage, the Executive Director of CAUT, "is in no serious sense a buffer but is merely the tool of the government — a device to allow the Minister to escape responsibility for the draconian actions planned by her government."

"The community should realize that the government proposals are a march back to the nineteenth century in English Canada when politicians appointed the faculty and ensured that the universities would be subject to political patronage," he said.

The government has planned this takeover over a number of years. In 1992 it appointed a review commission chaired by a former Conservative Premier, Duff Roblin, which called for a diminution of the role of faculty in university governance; a restructuring of teaching, research and scholarship so that these would be linked to the needs of Manitoba as defined by the government; and a reduction in the funding of universities in favour of distance education and community colleges.

The government responded favourably and called on the universities to specialize in areas of interest to it such as tourism, health care, aerospace, telecommunications, environmental industries and agri-food processing. It also called on them to eliminate courses with low enrolment and end duplication.

It indicated that it was no longer interested in maintaining the traditional role of faculty in teaching, research and service. Subsequently the Minister informed a delegation from the Manitoba Organization of Faculty Associations (MOFA) that he intended to cut funds, increase fees, reduce enrolments, and make the universities subject to the market. The current Minister has told MOFA that she intends to carry out the mandate of her predecessor.

"It is remarkable," said Prof. William Bruneau, the President of CAUT, "that conservative governments such as that in Manitoba preach a doctrine of reducing government and getting it off the backs of people and then develop legislation to allow the politicians and bureaucrats to micromanage the universities."

The Manitoba Organization of Faculty Associations, which represents the faculty associations in the four universities in the province, is orchestrating resistance to this legislation. It has proposed alternative reforms which among other matters would restructure the Council so that it would have equal numbers of government appointees and elected representatives of the post-secondary institutions. The President of CAUT has assured the Manitoba organization of national support in its fight. ■

We need your input! Please fax:

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Websites Encourage Students to Download their Workload

Internet sites will soon allow university students to plagiarize term papers. That raises ethical questions, as education writer Patrick Dare discovers.

WILL UNIVERSITY AND COLLEGE students sweat through the night to meet an essay deadline when they can download a paper off the Internet with a few mouse clicks?

Professors across North America will find out this fall because World Wide Web sites are being set up this summer that will allow students to browse through thousands of essays. Students will be able to download term papers from the Web onto their computers, free of charge.

Two Websites are starting in the United States. One is in

Lakewood, California, run by student David Coher, who promotes it as a term paper co-operative, called The Internet Term Paper Index.

Coher's goal is to exchange academic work with other students. His Web page, while accessible earlier this week, couldn't be opened later in the week.

A much more elaborate Internet site is School Sucks, run from Miami, Florida, by Kenny Sahr, a 24-year-old businessman.

Sahr says his company, an Internet provider for businesses, has set up the site so that it can handle thousands of visits a day from students without charging fees. He plans to make money by placing advertisements on the site, which urges students to "download your workload" and "enjoy your weekends."

So far, there are a few papers on the site but it's been operating only a few days in summer. The success of these sites depends on students' willingness to post their papers.

On the site Friday were papers on the existence of God, the writings of Doris Lessing and Arthur Miller, fraternities, osteoporosis and space experiments, and the origins of the universe. The papers can either be read on the Web site or quickly downloaded to a personal computer.

"They're a huge audience and they're all consumers," said Sahr. "This is the '90s. You're damn right it's provocative."

Both Sahr and Coher say that their free Internet sites will put businesses that sell term papers to desperate students, out of business.

They also contend that students can be helped in their work by reading the term papers, getting ideas and seeing how other students write, without plagiarizing by handing them in under their own names.

The appearance of such sites on the Internet does not come as a great shock to academics.

'Seamless' Plagiarism

Prof. William Higginson, of the faculty of education at Queen's University, says it's surprising that this use of the Internet hasn't happened sooner. But Higginson said it is a big step in making material easier to plagiarize. And plagiarism using electronic files is especially difficult to detect because "It looks so seamless. There really are no clues."

He said it may lead to professors taking greater care in assigning papers on distinctive topics. It may

also lead to more timed examinations, in place of term papers.

Prof. Saul Schwartz, who recently found the sites and teaches in the school of public administration at Carleton University, said that professors will be forced to do their jobs more thoroughly.

To ensure that a paper isn't fished off the Net, professors will have to require students to hand in outlines and draft versions of their papers. Feedback from the professor on the drafts and outlines would have to be incorporated into the final version of the papers.

Barbara Kaye, a reference librarian with the federal government, who is interested in the Internet, says there are a number of legitimate uses for such a service.

Students can decide whether they are really interested in certain courses. They can get ideas for topics and check whether their own bright idea is really as original as they thought.

Coher and Sahr say they are getting some angry electronic mail about the sites, mostly from professors.

But there's no way to put such Web sites out of business, says Karen Kostasek, president of Ingenia Communications, an electronic communications company with Internet expertise in the field of education.

As long as the authors of the papers consent to having their papers distributed, there's no legal route for shutting the operations. The people who run the Web sites, such as Sahr, will have control over content.

Next to Impossible to Stop

"It was inevitable," said Kostasek. "How are you going to stop this?"

Plagiarism is most likely in large classes during the busiest times of the academic year when teaching assistants mark undergraduate papers.

Universities can fight the use of such sites by not allowing advertisements promoting them on campus and stressing to students the large financial investment they are making to be in school, said Nicholas Bruneau, a vice-president of the University of Ottawa students' federation. And professors can be asked to monitor Internet sites to see what's being posted.

But that's about all. "The Internet's untamed," he said. ■

Reprinted with permission from the Ottawa Citizen, Sunday, July 12, 1996.

The Scramble for Infrastructure Funds

THE PRIME MINISTER HAS proposed to the provincial premiers the creation of a second national infrastructure program. The first program was essentially a public works program jointly funded by Ottawa and the provinces, and the amounts of money involved were substantial. The universities were effectively excluded from significant funding except in Ontario.

On what, however, would the money for the new program, announced in June, be spent? The Prime Minister suggested roads and tourism. Premier Roy Romanow of Saskatchewan made a pitch for research and development. Others favoured both options.

Immediately after the recent first ministers' conference, CAUT and AUCC began a coordinated strategy to lobby the federal government and the provinces to make research and development a significant part of any new infrastructure program and to ensure that universities could compete for these funds. Such capital funds might be available not only for buildings but also for refurbishing laboratories, developing computer systems and upgrading library technology.

Both organizations wrote to Marcel Massé, the federal minister responsible for the infrastructure program. Both urged university presidents and local faculty associations to lobby their provincial governments to ensure that research and development is part of any new infrastructure program and that the universities can compete for the funds.

CAUT congratulated Premier Romanow on his initiative.

CAUT also lobbied the Council of Ministers of Education and urged the ministers to take an

initiative in their provinces to facilitate the suggestions of CAUT and AUCC in regard to the proposed infrastructure program.

Any such funding is likely to be on a matching basis since Ottawa is very interested in using its funds these days to lever additional monies from the provinces or from the private sector.

CAUT President, Bill Bruneau has noted that there is a problem with infrastructure funding which focuses on capital investment but not the money to run the programs in the universities and colleges. However, CAUT and AUCC hope that one sort of funding will help produce the other.

"My fear," said Professor Bruneau, "is that if we take too purist a view, we will end up with no funds at all and that would be disastrous."

There is a split within the Liberal Party in Ottawa between the financial purists — led by Finance Minister Paul Martin — who are only interested in cutting the deficit and many members of the Ontario and Maritime caucuses who wish a focus on job creation prior to the election.

Research in the universities, as CAUT has noted before, is extremely labour intensive and has the additional value of producing highly educated graduates. Infrastructure funding for university research would also allow the Liberal government to go some way in fulfilling its ambitious promises in the Red Book to increase support for research and development, said CAUT Executive Director Donald Savage.

Meanwhile the first ministers have delegated the issue to the next meeting of the finance ministers. ■

Senate Appoints University Inquiry

IN LATE JUNE SENATOR Bonnell of Prince Edward Island persuaded the Senate to create a special study on the serious state of post-secondary education in Canada. The study has been referred to the Standing Senate Committee on Social Affairs, Science & Technology which has created a Senate subcommittee on post-secondary education.

The inquiry was welcomed by a number of senators from all sides of the Chamber during the debate in June. Noel Kinsella, one of the Conservative speakers, noted that Canada had failed to live up to the obligations of the United Nations International Covenant on Economic, Social and Cultural Rights

which, in section 13, called on the member states to move progressively to make higher education free. The federal government and all the provinces, he noted, agreed to ratify this Convention. The reality, however, said Senator Kinsella was that post-secondary education was becoming progressively more expensive and more onerous. "In other words," he said, we are not meeting our obligation in this area."

"Never before in the history of this country, has the need for cooperation amongst the stakeholders in post-secondary education been so important," said Senator Bonnell. He also noted that heavy debt load was a serious problem for students. ■

Censured Administrations in the United States

AAUP

INVESTIGATIONS BY THE AMERICAN Association of University Professors of the administrations of the institutions listed below show that, as evidenced by a past violation, they are not observing the generally recognized principles of academic freedom and tenure endorsed by this Association, the Association of American Colleges and Universities, and more than 150 other professional and educational organizations. The 1940 *Statement of Principles on Academic Freedom and Tenure* may be found in the May-June 1990 issue of *Academe*.

This list is published for the purpose of informing Association members, the profession at large, and the public that unsatisfactory conditions of academic freedom and tenure have been found to prevail at these institutions. Names are placed on or removed from this censure list by vote of the Association's Annual Meeting.

Placing the name of an institution on this list does not mean that censure is visited either upon the whole of the institution or upon the faculty, but specifically upon its present administration. The term "administration" includes the administrative officers and the governing board of the institution. This censure does not affect the eligibility of nonmembers for membership in the Association, nor does it affect the individual rights of members at the institution in question.

Members of the Association have often considered it to be their duty, in order to indicate their support of the principles violated, to refrain from accepting appointment to an institution so long as it remains on the censure list.

Since circumstances differ widely from case to case, the Association does not assert that such an unqualified obligation exists for its members; it does urge that, before accepting appointments, they seek information on present conditions of academic freedom and tenure from AAUP (500-1012 Fourteenth St. N.W., Washington, D.C. 20005-3465) and prospective departmental colleagues. The Association leaves it to the discretion of the individual, possessed of the facts, to make the proper decision.

The censured administrations, with dates of censuring, are listed below. Reports were published as indicated by the *Bulletin* or *Academe* citations in parentheses following each listing. Reference should also be made to "Developments Relating to Censure by the Association" and to the "Report of Committee A," each of which appears annually in *Academe*. ■

AAUP List of Censured Administrations

GROVE CITY COLLEGE PENNSYLVANIA	March 1963(15-24)	1963
UNIVERSITY OF THE OZARKS ARKANSAS	December 1963(352-59)	1964
<i>Censure was voted specifically on the Board of Trustees, and not on the institution's administrative officers.</i>		
AMARILLO COLLEGE TEXAS	September 1967(292-302)	1968
FRANK PHILLIPS COLLEGE TEXAS	December 1968(433-38)	1969
VIRGINIA COMMUNITY COLLEGE SYSTEM	April 1975(30-38)	1975
CONCORDIA SEMINARY MISSOURI	April 1975(49-59)	1975
HOUSTON BAPTIST UNIVERSITY	April 1975(60-64)	1975
MURRAY STATE UNIVERSITY KENTUCKY	December 1975(322-28)	1976
BLINN COLLEGE TEXAS	April 1976(83-94)	1976
MARQUETTE UNIVERSITY WISCONSIN	April 1976(83-94)	1976
UNIVERSITY OF OSTEOPATHIC MEDICINE AND HEALTH SCIENCES IOWA	April 1977(82-87)	1977
STATE UNIVERSITY OF NEW YORK	August 1977(237-60)	1978
PHILLIPS COUNTY COMMUNITY COLLEGE ARKANSAS	May 1978(93-98)	1978
WINGATE COLLEGE NORTH CAROLINA	May 1979(240-50)	1979
OLIVET COLLEGE MICHIGAN	April 1980(140-50)	1980
NICHOLS COLLEGE MASSACHUSETTS	May 1980(207-12)	1980
YESHIVA UNIVERSITY NEW YORK	August 1981(186-95)	1982
AMERICAN INTERNATIONAL COLLEGE MASSACHUSETTS	May-June 1983(42-46)	1983
ILLINOIS COLLEGE OF OPTOMETRY	November-December 1982(17a-23a)	1984
METROPOLITAN COMMUNITY COLLEGES MISSOURI	March-April 1984(23a-32a)	1984
WESTMINSTER COLLEGE OF SALT LAKE CITY	November-December 1984(1a-10a)	1985
SOUTHWESTERN APOSTOLIC COLLEGE TEXAS	January-February 1985(1a-9a)	1985
TALLAOGGA COLLEGE ALABAMA	May-June 1986(6a-14a)	1986
SOUTHERN NAZARENE UNIVERSITY OKLAHOMA	November-December 1986(7a-11a)	1987
THE CATHOLIC UNIVERSITY OF PUERTO RICO	May-June 1987(33-38)	1987
HUSSON COLLEGE MAINE	May-June 1987(45-50)	1987
HILLISALE COLLEGE MICHIGAN	May-June 1988(29-33)	1988
UNIVERSITY OF JUDAISM CALIFORNIA	May-June 1988(34-40)	1988
MARYLAND INSTITUTE COLLEGE OF ART	May-June 1988(49-54)	1988
SOUTHEASTERN BAPTIST THEOLOGICAL SEMINARY NORTH CAROLINA	May-June 1989(35-45)	1989
ALABAMA STATE UNIVERSITY	May-June 1989(46-56)	1989
CONCORDIA THEOLOGICAL SEMINARY INDIANA	May-June 1989(57-67)	1989
THE CATHOLIC UNIVERSITY OF AMERICA	September-October 1989(27-40)	1990
SAINT LEO COLLEGE FLORIDA	November-December 1989(34-40)	1990
NEW YORK UNIVERSITY	May-June 1990(49-56)	1990
OEAN JUNIOR COLLEGE MASSACHUSETTS	May-June 1991(27-32)	1992
WESLEY COLLEGE DELAWARE	May-June 1992(24-36)	1992
BALTIMORE CITY COMMUNITY COLLEGE	May-June 1992(37-41)	1992
LOMA LINDA UNIVERSITY CALIFORNIA	May-June 1992(42-49)	1992
CLARKSON COLLEGE NEBRASKA	May-June 1993(46-53)	1993
NORTH GREENVILLE COLLEGE SOUTH CAROLINA	May-June 1993(54-64)	1993
SAVANNAH COLLEGE OF ART AND DESIGN	May-June 1993(65-70)	1993
UNIVERSITY OF BRIDGEPORT	November-December 1993(37-45)	1994
BENEDICT COLLEGE SOUTH CAROLINA	May-June 1994(37-46)	1994
NYACK COLLEGE NEW YORK	September-October 1994(73-79)	1995
BENNINGTON COLLEGE	March-April 1995(91-103)	1995
ALASKA PACIFIC UNIVERSITY	May-June 1995(32-39)	1995
ESSEX COMMUNITY COLLEGE MARYLAND	May-June 1995(40-50)	1995
STEVENS INSTITUTE OF TECHNOLOGY NEW JERSEY	May-June 1995(51-56)	1995
ST. BONAVENTURE UNIVERSITY NEW YORK	July-August 1995(65-73)	1996
UNIVERSITY OF SOUTHERN CALIFORNIA	November-December 1995(40-51)	1996
GARLAND COUNTY COMMUNITY COLLEGE ARKANSAS	May-June 1996(41-46)	1996



Academic Freedom and The Inclusive University

WHEN: April 10-12, 1997

AT: The University of British Columbia, Vancouver, B.C.

Please put these dates in your calendar and plan to be part of this important conference.

Brochures with complete information will be available in the fall.

The purpose of this Conference is to examine the issues of "inclusiveness" and freedom from discrimination which have presented some unique problems for universities, with their central value of academic freedom. Presented in a national context, we will provide a forum for creative debate, both amongst academics and the informed public.

The approach to the issues will be scholarly, addressing broad historical, philosophical and political questions, with the focus on the intersection of the two sets of values implied by the phrases "academic freedom" and "the inclusive university." The intent is to clarify the issues, and to evaluate the ways and means by which conflicts may be resolved.

Key-note speakers and panelists will include:

Cannie Stark (Adamec) University of Regina	Stanley Fish Duke University	Judy Rebeck CBC "Face Off"
Jennifer Bankler Dalhousie	Jack Granatstein York University	Bernard Shapiro McGill University
Thomas Berger Lawyer	Lorna Marsden Wilfrid Laurier University	Lorna Weir York University
John Fekete Trent University	Stan Persky Capitlan College	Margaret Wenie Globe and Mail

On such topics as:

The Role of the University in a Changing Culture
Tracing the Discourses on Academic Freedom and Inclusiveness
Intersections and Tensions: What's at Stake?
Successes and Failures: Promoting Academic Freedom and Inclusiveness

Workshops on presented papers will form part of the agenda. It is our intention to have a publication as a result of this Conference, but we are also looking for contributions that need not necessarily be in the form of a written paper. If you would be interested in making a presentation, please send a summary of your ideas to:

Professor Dennis Pavlich
Co-Chair, Advisory Committee
Conference on Academic Freedom and the inclusive University
Old Administration Building
6328 Memorial Road
Vancouver B.C. V6T 1Z2
or Fax: 604-822-8731

Deadline for submissions:
October 1, 1996

CAUT's Web Site is up & running!



The web site is your source for information about the issues facing Canadian academics today. The site details CAUT events, its committees and its functions. It provides a wealth of research resources as well as links to faculty associations and some government sites.

Check out these site sections:

- Performance Indicators
- Academic Freedom and Tenure
- Benefits and Bargaining
- Status of Women
- Librarians
- Press Releases
- Policy Statements
- Lobbying Briefs and Position Statements

The site is still under construction. In the months to come CAUT will continue to add new features. Watch for these new items:

- CAUT Information Service
- Bulletin Online
- For Members Only
- Upcoming Events

In this fast-paced society, the CAUT web site is the place to go to keep up-to-date with what's happening in the university community.

Get connected
<http://www.caut.ca>



STATUS OF WOMEN COMMITTEE Call for Nominations

Nominations are sought for an election to fill one vacancy on the CAUT Status of Women Committee.

In order to maintain the effectiveness of CAUT as an organization it is extremely important that well qualified members of local and provincial associations are nominated. The election will take place at the CAUT Council meeting in Ottawa in November 1996.

Nominees for positions on Standing Committees should have considerable experience in the area of responsibility of the committee to which he or she is nominated.

Term of Office

Term of office is for the balance of a term ending May 1997.

Nomination Procedure

Nominations should be sent to:
Professor Mark Sandilands
Person Chairing
Elections and Resolutions Committee
CAUT, 2675 Queensview Drive
Ottawa, ON K2B 6K2

They should include:

- A letter of nomination.
- A brief statement of why the nominator feels the nominee is qualified to serve.
- The agreement of the nominee to serve.
- A completed copy of the "Standard Information Form".



NOMINATION DEADLINE:
October 11, 1996

COMITÉ DU STATUT DE LA FEMME Appel de candidatures

Nous sollicitons des candidatures pour combler un poste de membre ordinaire au Comité du statut de la femme de l'ACPPU.

Pour que l'ACPPU demeure une organisation efficace, il est donc très important de proposer des candidates qualifiées des associations locales et provinciales. Les élections se tiendront à l'occasion de l'Assemblée du Conseil qui aura lieu à Ottawa en novembre 1996.

Les candidats et les candidates à des postes aux comités permanents doivent posséder une expérience considérable dans le champ des responsabilités du comité pour lequel leur candidature est proposée.

Mandat

Le mandat poursuit un mandat prenant fin en mai 1997.

Méthode de mise en candidature

Il faut envoyer les candidatures à:
M. Mark Sandilands, président
Comité des élections et résolutions
ACPPU, 2675, promenade Queensview
Ottawa (Ontario) K2B 6K2

Les pièces suivantes doivent accompagner

les mises en candidature :

- Une lettre de mise en candidature.
- Une brève déclaration expliquant pourquoi la personne qui présente le candidat ou la candidate estime qu'il ou elle possède les qualités voulues.
- L'accord du candidat ou de la candidate de siéger au comité advenant son élection.
- Une copie du Formulaire d'information réglementaire à l'intention des candidats à un poste électif de l'ACPPU.



DATE LIMITE:
Le 11 octobre 1996

EXACT ANALYSIS

by M. Basti

This is expected to be a new and dynamic field in the mathematics of computation. Exact Analysis was advertised in the following:

1. The CMS Notes since 1988 (for example see the 1994 issues)
2. The AMS Notices since 1993 (see the 1995 issues)
3. The CAUT Bulletin since 1988 (see 1992 and 1994 issues)
4. The Newsletter of Germany's Applied Mathematics Society and the Korean Mathematical Society (October 1995)

Exact Analysis (the manuscript) was displayed at the following universities (a copy remained at their library): The CMS Meetings: Alberta and Simon Fraser; The AMS Meetings: Minnesota, San Francisco, Iowa and New York.

This is a new way of disseminating a scholarly work. Education 3000, Dr. M. Basti, 916 - 22 Bellevue Road, Winnipeg, MB, Canada R2M 1S5

THE 21ST CENTURY MATHEMATICS

CASSIERS ANNUNCIERES

ACCOUNTING

UNIVERSITY OF ALBERTA — Faculty of Business. Applications are invited for a full-time tenure track position in accounting, subject to funding PhD or equivalent required, or candidate should be at the completion stage of degree. Salary and rank depend on qualifications. Candidates should have a strong commitment to excellence in research and teaching. Candidates with research and teaching interests in managerial accounting are especially sought. Competition closes December 31, 1996. Send resumes to: James C. Gray, Chair, Department of Accounting and MIS, Faculty of Business, University of Alberta, Edmonton, Alberta, Canada T6G 2G6. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including aboriginal peoples, persons with disabilities, and members of visible minorities.

AGRICULTURAL ECONOMICS

UNIVERSITY OF SASKATCHEWAN — Van Vleet Chair Professorship of Agric. Economics. Applications are invited from qualified candidates for a Special Chair for current agricultural issues, including agri-business and new rural economy, and/or international trade and environment. Duties include, besides research, some teaching, extension, and consultations with public agencies. Qualified candidate would hold a

Ph.D. have an established track record of publications in relevant areas, as well as other relevant experience. Initial appointment is made for a period up to 3 years, with a possibility for renewal. Apply to: Dr. H. de Gooijer, Dept. of Agric. Econ., University of Saskatchewan, 303A Agriculture Building, 51 Campus Drive, Saskatoon, SK, Canada, S7N 5A8.

ARCHAEOLOGY

BRANDON UNIVERSITY — The Department of Native Studies at Brandon University invites applications for a full-time tenure-track position at the level of Assistant Professor level according to experience and training as specified by the Collective Agreement. The initial appointment will be for six months (January 1, 1997 - June 30, 1997) with the possibility of renewal for a further year (July 1, 1997 - June 30, 1998) subject to budgetary approval. The successful candidate will be expected to teach an introductory course in Human Origins (Physical Anthropology and Archaeology), a course in Prehistory or advanced Physical Anthropology, and to teach team in an Archaeological Field School. Fluency in a Native language and a long term association with a Native Community is preferred. Qualifications: PhD preferred. Candidates with a Master's degree may also be considered. Rank and salary: Lecturer \$31,897 - \$41,537; Assistant Professor \$37,786 - \$46,845. Application deadline: October 1, 1996, or until filled. In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian citizens

and permanent residents. Both women and men are encouraged to apply. Please send curriculum vitae with application and arrange for official academic transcripts and three reference letters to be sent to: Dr. Robert E. Florida, Dean, The Faculty of Arts, Brandon University, Brandon, Manitoba R7A 6A8.

ARCHITECTURE

TECHNICAL UNIVERSITY OF NOVA SCOTIA — The Faculty of Architecture of TUN invites applications for a full-time tenure-track position in the rank of Assistant Professor. Applicants should have graduate academic credentials, eligibility for membership in the relevant professional association, and demonstrated practice experience in architectural design as well as research interest in either History and Criticism or Building Technology. The successful candidate will teach primarily within the architectural program, including studios, and would direct graduate theses and conduct research in the area of interest. Please send curriculum vitae with the names of three references to: Prof. F. Palermo, Dean, Faculty of Architecture, Technical University of Nova Scotia, P.O. Box 1000, Halifax, Nova Scotia B3J 2Y4. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. TUN is committed to the principles of employment equity and encourages applications from all qualified persons, including women, aboriginal peoples, people with disabilities and visible minorities.

ART & ART HISTORY

UNIVERSITY OF SASKATCHEWAN — The Department of Art and Art History is accepting applications for a tenure-track position, at the Assistant Professor level, in Painting and Drawing commencing July 1, 1997. In addition to this area of expertise, candidates should be well versed in contemporary theory and should have an ability to teach in sculpture and multimedia. The candidate will also be required to develop and teach an "Introduction to Studio Art" course. Applicants should have an MFA degree or equivalent, significant university teaching experience and an active exhibition record. Applicants will be expected to contribute fully to undergraduate and graduate level teaching and in the administration of the Department. To apply, applicants should send a statement of interest, 20 slides of their work plus slides of their students' work, CV, and three letters of recommendation by October 10, 1996, to: Dr. Lynne Bell, Head, Department of Art and Art History, University of Saskatchewan, 3 Campus

Drive, Saskatoon, Saskatchewan, S7N 5A6; Fax (306) 966-4766. The University of Saskatchewan is committed to the principles of Employment Equity and welcomes applications from all qualified candidates. Women, people of aboriginal descent, members of visible minorities, and people with disabilities are invited to identify themselves as members of these designated groups on their applications. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents.

ART & DESIGN

THE UNIVERSITY OF ALBERTA, Department of Art and Design invites applications for a tenure track position in contemporary design history, theory and criticism at the assistant professor level (current salary at floor level \$39,230). Starting date: July 1st, 1997. Applicants for this position should have teaching experience at both undergraduate and graduate levels and a relevant PhD, or an equivalent background in research and publication. Applicants should



Queen's University at Kingston Department of Electrical and Computer Engineering

The Department of Electrical and Computer Engineering at Queen's University, Kingston, Canada invites applications for a tenure track position in the area of computer engineering beginning January 1, 1997, or earlier, subject to budgetary approval. The appointment will be at either the Assistant or Associate Professor level, depending upon qualifications and experience of the successful applicant. The position requires a PhD in computer engineering or a closely related field. A firm dedication to teaching and research is a must. Industrial experience would be an asset. The Department has 25 Faculty with five IEEE Fellows, \$3M in annual research funding, 315 undergraduate students and 125 graduate students. More information on the Department is available at WWW site: <http://http.ece.queensu.ca:8000>.

This position is intended to complement current departmental activities in the areas of computer and communication systems. Areas of interest include distributed computer systems, communication protocols, real-time computer systems, formal methods for distributed systems, digital VLSI design, and software engineering.

Send application by **October 31, 1996**, including a curriculum vitae, the names of three referees, and a statement on teaching and research interests to, **Chairman, Appointments Committee, Department of Electrical and Computer Engineering, Queen's University, Kingston, Ontario, Canada. K7L 3N6**. Professional Engineering registration or eligibility and commitment to register as a Professional Engineer is a necessary condition for appointment. Queen's University has an employment equity program, welcomes diversity in the workplace and encourages applications from all qualified candidates, including women, aboriginal peoples, persons with disabilities and racial minorities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.



University of Lethbridge

ASSISTANT PROFESSOR FACULTY OF ARTS AND SCIENCE DEPARTMENT OF NATIVE AMERICAN STUDIES

The Department of Native American Studies invites applications for a tenure track position at the Assistant Professor level (senior level appointment possible dependent upon qualifications and experience), beginning January 1, 1997, subject to budgetary approval.

Ph.D. is preferred, but will consider a Master's degree combined with strong teaching and research experience in Native American Studies. Candidates with multi-disciplinary backgrounds in social issues, life sciences, literature, philosophy, law, and economics or any combination thereof will be given preference. Fluency in or knowledge of a Native language is an asset.

The successful candidate should have a strong commitment to teaching and scholarship, and a broad interest in Native American Studies curriculum. The University aspires to hire individuals who have demonstrated potential for excellence in teaching, research and scholarship.

The current minimum salary for an Assistant Professor is \$37,350 per annum. In accordance with the Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Applications (including a current curriculum vitae, transcripts, teaching evaluations, and samples of published work) and three letters of reference should be sent to:

Professor Leroy Little Bear, Chair, Department of Native American Studies, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4, Canada

The closing date for the competition is September 30, 1996.

For more information, please contact Professor Leroy Little Bear at (403) 329-2733 or Fax (403) 329-2085.

The University of Lethbridge is an equal opportunity employer and offers a non-smoking environment.

Concordia University is seeking a Dean of the Faculty of Arts and Science

The Dean is the academic leader of a dynamic Faculty of Arts and Science comprising 24 departments, three colleges, one institute and one school. Research is carried out by a complement of about 1000 full- and part-time faculty within the context of academic units and research centres. Cooperative education programmes are offered in some disciplines.

Some 14,500 students are presently enrolled in the Faculty, pursuing studies leading to BA, BEd, MA, MSc, MTM, and PhD degrees, in addition to undergraduate certificate and graduate diploma programmes.

The Dean of the Faculty of Arts and Science, one of five academic Deans reporting to the Provost and Vice-Rector, Research, is an active member of Concordia's senior administrative team. As leader of a large, diverse Faculty, the Dean must ably manage relations among its several constituencies in an open and collaborative

manner. Operating in a period both of budgetary compression and of opportunity for selective faculty renewal, the Dean must provide vision in leading a participatory process of academic planning aimed at establishing priorities and identifying areas of potential development in undergraduate and graduate programmes and research. To these ends, the Dean will possess a strong record in administration and a proven commitment to excellence in teaching and research, and exhibit superior leadership qualities.

Concordia serves a diverse student population and operates in a bilingual professional and academic community. As spokesperson for the Faculty, a key part of the Dean's mandate is promotion of effective links with universities and research centres in Quebec and Canada, and internationally. Therefore, strong communication skills are necessary. Knowledge of French is an asset.

The appointment will take effect on 1 June 1997, and will normally be for a five-year term.

Applications or nominations, including a full curriculum vitae, a one-page summary of relevant academic, administrative and research experience, and the names of five referees, must be sent by 15 October 1996 to the attention of Amely Jurgenliemk, at the Office of the Secretary-General, Room BC-128, Concordia University, 1455 de Maisonneuve Blvd. West, Montréal, QC, H3G 1M8.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Confidentiality of applications and nominations is assured. Concordia University is committed to employment equity, and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.



**Concordia
UNIVERSITY**

REAL EDUCATION FOR THE REAL WORLD

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also have a well formulated new or ongoing research program. The successful candidate will be expected to teach design history, theory and criticism to students studying the practice of industrial design and visual communication design within the department's undergraduate Bachelor of Design degrees, and graduate Master of Design degree, and to students taking other degree programs operating within the department. In addition, the successful candidate will be expected to continue with and develop an advanced program of research to complement and add to that being carried out by existing faculty and graduate students. Proposed research programs that involve or include the linkage between design and other disciplines will be particularly welcome. The successful candidate will be expected to design and develop the curriculum for the area of appointment, and to actively contribute to the international discourse in design history, theory and criticism.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications including a CV and three letters of reference, evidence of teaching effectiveness, copies of recent publications and a proposal for a program of research to be sent by October 18, 1996 to: Dr. Desmond Rochford, Professor and Chair, Department of Art and Design, 388 Fine Arts Building, University of Alberta, Edmonton, Alberta T6G 2C3. For more information contact Dr. Desmond Rochford at tel (403) 492-4583; fax (403) 492-7078; e-mail drochford@agsv.ualberta.ca. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men including Aboriginal peoples, persons with disabilities and members of visible minorities.

ASTROPHYSICS

CANADIAN INSTITUTE FOR THEORETICAL ASTROPHYSICS - Postdoctoral Fellowships. CITIA is a national centre for theoretical astrophysics located at the University of Toronto. The Institute expects to offer postdoctoral fellowships with a starting date of 1 September, 1997. The appointments will be for two to three years duration. Funds will be available for travel and other research expenses. Fellows are expected to carry out original research in theoretical astrophysics under the general supervision of the Faculty at CITIA, whose interests include cosmology, high energy astrophysics, interstellar matter, neutron and relativistic astrophysics, particle astrophysics, solar physics, star and planet formation, and galactic and solar system dynamics. Applicants should send a curriculum vitae, statement of research interests, and arrange for three letters

of recommendation to be sent to the Director of CITIA. Please do not send documents by FAX or electronic mail. All applications and letters should be sent to: Professor J. Richard Bond, Director, Canadian Institute for Theoretical Astrophysics, University of Toronto, 60 St. George Street, Toronto, Ontario, Canada M5S 3H8. Deadline for applications and all letters of recommendation is 1 December 1996.

CANADIAN INSTITUTE FOR THEORETICAL ASTROPHYSICS - Research Associate Positions. CITIA is a national centre for theoretical astrophysics located at the University of Toronto. The Institute expects to offer one or more research associate positions with a starting date of 1 September, 1997. Applicants should have an excellent research record in astrophysics. The appointments will be for three to five years duration, to be considered for a five-year appointment, applicants should have some postdoctoral experience. Funds will be available for travel and other research expenses. The primary duty is to carry out original research in theoretical astrophysics, but research associates are also expected to work with postdoctoral fellows and to assist with administration of the Institute. All appli-

cants for research associate positions are also considered automatically for postdoctoral fellowships. Applicants should send a curriculum vitae, statement of research interests, and arrange for three letters of recommendation to be sent to the Director of CITIA. Please do not send applications by fax or e-mail. All applications and letters should be sent to: Professor J. Richard Bond, Director, Canadian Institute for Theoretical Astrophysics, University of Toronto, 60 St. George Street, Toronto, Ontario, Canada M5S 3H8. Deadline for applications and all letters of recommendation is 1 December 1996. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. In accordance with the Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities.

ATMOSPHERIC SCIENCE

DALHOUSIE UNIVERSITY - The Atmospheric Science Program at Dalhousie University will have an opening at the Assistant Professor level

starting in the Summer of 1997. The successful applicant will be appointed in the Departments of Physics and Oceanography as an NSERC/CAES Junior Industrial Research Chairholder. The required qualifications include a PhD degree in atmospheric science, physics or related field, some postdoctoral experience and demonstrated record of research excellence. The Atmospheric Science Program at Dalhousie University, in collaboration with the departments of Physics and Oceanography, offers an undergraduate Diploma in a Meteorology program and M.Sc. and PhD degrees in Atmospheric Science, Physics and Oceanography. Our full time faculty members in the Atmospheric Science group all have NSERC/CAES Industrial Research Chairs and we have about ten graduate students. Our research activities are directed towards physical meteorology and atmospheric physics with special emphasis on climate related processes. Although applications from all disciplines within Atmospheric Science will be considered, preference will be given to highly qualified applicants with interests in physics, thermodynamics and dynamics of clouds and aerosols; cloud and aerosol modelling observations using aircraft and satellite data.



University
of
Lethbridge

DEAN, FACULTY OF MANAGEMENT

The University of Lethbridge, a primarily undergraduate university that is recognized for its excellence in teaching, research and scholarship, is seeking an innovative, dynamic and energetic individual to assume responsibilities as Dean, Faculty of Management.

The Dean of Management reports to the Vice-President (Academic) and is responsible for the general supervision and direction of the academic work and the instructional staff of the Faculty. Specifically, the Dean:

- leads the development of a strategic plan for the Faculty, based upon consultation and discussion with academic and non-academic staff members, and ensures an institutional perspective by acting in a cooperative manner with other Faculties;
- maintains the flexibility that is characteristic of U of L's relationship with other post-secondary institutions and builds appropriate alliances;
- uses available technologies to enhance and upgrade the quality of the students' educational experience and their readiness for the marketplace;
- supports and advances innovative initiatives within the Faculty;
- leads the External Advisory Council to develop the Faculty and its relationship with the larger community;
- manages the financial affairs of the Faculty within the current budget model and utilizes the resources in a manner that will optimize operations;
- takes an active role in advancing the career development of individual faculty members; and
- works with the Faculty to build a cohesive team within the context of a collegially-based, institutional structure.

The successful candidate must be eligible for appointment as a tenured full professor, must have earned a doctorate degree or equivalent and must have a demonstrated commitment to both scholarship and teaching. Administrative experience in the public and/or private sector is preferred, including strong financial and budget management skills. The ability to take the Faculty from a period of rapid growth into a period of stabilization is a key requirement, as are team building and strong partnering skills (with both the business and political communities). The successful candidate must be a strong communicator, someone who is able to articulate and communicate a vision for the Faculty that will effectively portray the distinctiveness of the University to students, potential faculty members and the non-university community. Strong interpersonal skills, collaborative leadership style, excellent computer user skills, and the ability to promote and lead the greater use of such technology are required.

This is a five-year renewable term position. The University of Lethbridge offers market competitive salary and benefits. Applications, including detailed curriculum vitae, should be directed in full confidence, on or before October 15, 1996 to:

Dr. Howard Tennant, President and Vice-Chancellor,
The University of Lethbridge, 4401 University Drive, Lethbridge,
Alberta, T1K 3M4, Phone: (403) 329-2201, Fax: (403) 329-2097.
E-mail: TENNANT@HG.ULETH.CA, U of L home page: <http://www.uleth.ca>

The University of Lethbridge is an equal opportunity employer. In accordance with Canadian immigration requirements, first preference will be given to Canadian citizens and permanent residents of Canada.

University of Ottawa - Women's Studies Program

BANK OF MONTREAL VISITING SCHOLAR IN WOMEN'S STUDIES

The Women's Studies Program at the University of Ottawa is inviting applications for its Bank of Montreal Visiting Scholar in Women's Studies for 1997-1998. The duration of the Visiting Scholar's stay should be from three (3) to six (6) months, preferably during the university's academic year, which runs from September to April. The recipient will receive \$2,000 to cover the research expenses incurred during her stay. The Visiting Scholar will act as a resource person on behalf of the Women's Studies Program and will present her ongoing research project in conferences and seminars. She will be expected to plan these activities with the Selection Committee at the beginning of her stay.

The Women's Studies Program invites applications from Canadian and non-Canadian scholars, both tenured and untenured, in postdoctoral and independent scholars who are pursuing critical research on women. Individuals currently working on a university degree are not eligible.

The Visiting Scholar will have access to services such as library services, shared phone and computer facilities.

Applications should include a curriculum vitae, a detailed statement of the research project, copies of recent publications, the dates of the proposed stay at the University of Ottawa and the names of two referees. Please forward to: Selection Committee, Bank of Montreal Visiting Scholar in Women's Studies, Women's Studies Program, University of Ottawa, 143 Serpentine, P.O. Box 450, Station A, Ottawa, Ontario, K1N 6N5 Canada. The closing date for submitting applications is November 30, 1996.

Lectureship/Senior Lectureship in Spanish

School of Humanities

Applications are invited for a Lectureship (equivalent to Assistant Professor in the USA)/Senior Lectureship (equivalent to Associate Professor in the USA) in Spanish, commencing February 1997. The position is continuing. Applicants should have a postgraduate qualification in an area of Spanish Studies. In addition to fluency in English, applicants should also have a native or near-native command of Spanish, and be able to teach the Spanish language at all levels. Preference will be given to candidates who have research interests in the area of Hispanic History and Latin American Studies. In addition, the successful candidate would be expected to take a role in administration and leadership of the Department. Applications quoting the vacancy number A96/25 should reach Personnel and Management Services by Friday 20 September 1996.

Lectureship In Spanish

School of Humanities

Fixed Term

Applications are invited for a Lectureship (equivalent to Assistant Professor in the USA) in Spanish, commencing July 1997. The position is for a fixed term of four years. Applicants should have a postgraduate qualification in an area of Spanish Studies, particularly in teaching Spanish as a foreign language, as well as relevant teaching experience, especially to native English speakers at tertiary level. In addition to fluency in English, applicants should also have a native or near-native command of Spanish, and be able to teach the Spanish language at all levels. Preference will be given to candidates who have research interests in the area of Spanish Linguistics and teaching Spanish as a second language. Applications quoting the vacancy number A96/26 should reach Personnel and Management Services by Friday 20 September 1996.

The current salary range for Lecturers is NZ\$41,000 - NZ\$50,800 per annum. The current salary range for Senior Lecturers is NZ\$53,000 - NZ\$72,000 per annum. Information on the University is available on the World Wide Web at <http://www.waikato.ac.nz/>. Enquiries of an academic nature can be made to the Coordinator of Spanish, Ms Michelle Gallagher, telephone 64-7-856 2889 ext 6158, fax 64-7-856 2158, or email: mgallag@waikato.ac.nz

Details on the method of application and conditions of appointment can be obtained from Personnel and Management Services, The University of Waikato, Private Bag 3105, Hamilton, New Zealand, telephone 64-7-838 4003, fax 64-7-856 0135, email: personnel@waikato.ac.nz.

Equal opportunity is University policy.



The University of Waikato
Te Whare Wānanga o Waikato
Hamilton, New Zealand



Queen's University at Kingston National Scholars (Faculty Appointments)

Queen's University at Kingston invites applications from outstanding scholars for faculty appointments under the Queen's National Scholars Program. These appointments are to enrich teaching and research in newly developing fields of knowledge as well as traditional disciplines. The main criterion of interest to the selection committee is academic excellence regardless of other considerations. Preference will be given to scholars in the early- or mid-career stages. Another objective is to provide an opportunity to improve the proportion of women and members of designated minorities on faculty. Queen's University has an employment equity program and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities, and visible minorities.

A maximum of four awards will be available in 1996/97. Appointments under this special program will be either bridging appointments to regular tenure-track positions or special shorter term appointments.

Prior to submission of a full application, contact should be made with the appropriate department head to discuss the position(s) which may be available. Each full application should include a curriculum vitae, a brief statement of current and prospective research interests and a statement regarding teaching experience or potential. Applicants should also supply information concerning any interruptions in their academic careers and other factors which may have affected their capacity to complete scholarly work. It is the responsibility of the applicants to have letters from at least three referees sent directly to the address below. The deadline for receipt of completed applications, including letters of reference, is October 11, 1996 for decision in January 1997.

Applications and letters of reference should be sent to: The Head(s) of the department(s) of the applicant's field(s) of study, Queen's University, Kingston, Ontario, Canada, K7L 3N6.

In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

ANNONCES CLASSÉES

aerosol-cloud-radiation-dynamics interaction and climate modelling. Interested applicants should send their curriculum vitae, two of their most important publications, transcript of their graduate records, and names of three references to: Petr Chylik, Atmospheric Science Program, Dalhousie University, Halifax, NS, Canada B3H 3J5; Fax: (902) 495-5191; E-mail: chylik@dal.ca. All applications received before November 1, 1996, will receive full consideration. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, Aboriginal peoples, racially visible people and persons with a disability. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

BIOLOGICAL SCIENCES

UNIVERSITY OF ALBERTA — Limnology/Aquatic Ecology. The Department of Biological Sciences in the Faculty of Science invites applications for two tenure-track positions, one at the level of Assistant Professor and one at Associate Professor. Aquatic science is a focus of research strength in the Department of Biological Sciences, and we seek applicants specializing in aquatic chemistry, biology, geochemistry or biogeochemistry, or in stream or wetland ecology who will add to the strength. The effective date of employment will be July 1, 1997. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Candidates

must have a PhD and postdoctoral research experience, and they should forward a curriculum vitae, list of publications, brief statement of research and teaching interests and the names of three referees to: Dr. S.E. Jensen, Chair, Department of Biological Sciences, CW465 Biological Sciences Bldg., University of Alberta, Edmonton, Alberta, Canada T6G 2E8; E-mail: susan.jensen@ualberta.ca. For additional information about the Department see: <http://www.biology.ualberta.ca>. Closing date: November 30, 1996. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA — The Department of Biological Sciences in the Faculty of Science at the University of Alberta invites applications for a full-time tenure-track position in molecular genetics of eukaryotes. We seek applicants who will add to our existing research strengths in areas such as development, gene regulation, or DNA replication and repair. However, other areas will also be considered and preference will be given to those using yeast as a model system. The effective date of employment will be July 1, 1997. The appointment will be made at the level of Assistant Professor (Salary Range: \$39,230-\$55,528), and candidates must have a PhD and postdoctoral research experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens

and permanent residents. Candidates should forward a curriculum vitae, list of publications, brief statement of research and teaching interests and the names of three referees to: Dr. S.E. Jensen, Chair, Department of Biological Sciences, CW465 Biological Sciences Bldg., University of Alberta, Edmonton, Alberta, Canada T6G 2E8; E-mail: susan.jensen@ualberta.ca. For additional information about the Department see: <http://www.biology.ualberta.ca>. Closing Date: October 31, 1996. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

BIOSTATISTICS

UNIVERSITY OF ALBERTA — The Department of Medicine requires an individual with a PhD in biostatistics with relevant experience to collaborate with professionals on the design, implementation, analysis of clinical trials and healthcare research studies and secondary analysis of large clinical trials, epidemiology and administrative databases in a university cardiovascular research centre. Opportunities exist for significant professional growth in this position with a growing and innovative team. Salary and benefits are aligned with qualifications and experience. Salary range: \$39,230-\$55,526 per annum, commensurate with qualifications and relevant experience. This is a 3 year contract contingent upon

funding. Starting date as soon as possible. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents. Interested applicants should provide a curriculum vitae and the names and addresses of three referees, by September 30, 1996, to: Dr. K. T. Do, Director, EPICORE Centre, Division of Cardiology, 213 Heritage Medical Research Centre, University of Alberta, Edmonton, Alberta, Canada T6G 2P7; Tel: (403) 492-4837; Fax: (403) 492-6544. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

BOTANY

UNIVERSITY OF TORONTO — Plant Development. The Botany Department of the University of Toronto invites applications for a tenure-track position in Plant Development at the Assistant Professor level starting July 1, 1997. The successful candidate should have a PhD and, preferably, post-doctoral experience. We are particularly interested in applicants using cellular, molecular and genetic approaches to studying processes in plant development biology. Teaching responsibilities will include participation in undergraduate and graduate courses in

plant development and in cellular and molecular biology. This position is integral to a new campus-wide Graduate Program in Developmental Biology. Applicants should submit a curriculum vitae and a statement of research and teaching interests and arrange for three letters of reference to be sent to the address below by September 16, 1996. Dr. Verna J. Higgins, Chair, Department of Botany, University of Toronto, 25 Wilketts Street, Toronto, Ontario, Canada M5S 3B2; E-mail: higgins@botany.utoronto.ca. This position is subject to budget approval. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, Aboriginal peoples and persons with disabilities.

BUSINESS ADMINISTRATION

UNIVERSITY OF WESTERN ONTARIO — Organizational Behaviour (with an International focus). The Richard Ivey School of Business (formerly the Western Business School) is recognized worldwide for the quality of its management education. The School's major activities include a highly regarded MBA program, a small and selective undergraduate program, a well established doctoral program active in most major areas of management, as well as executive education programs for managers, including an expanding Executive MBA program and videoconferencing Executive MBA program. The School is inter-

nationally oriented in terms of curricula, research, faculty, student exchanges, and is the editorial base for the Journal of International Business Studies. The School supports high quality faculty research dealing with issues of interest and relevance to practicing managers. Excellence in teaching and course development is highly valued. The faculty is collegial and engages in interdisciplinary investigation as well as independent inquiry. The School is located in London, Ontario, a community of 315,000 equidistant from Toronto and Detroit. The videoconferencing broadcast studio is located at the School and video sites include Vancouver, Burnaby (just outside Vancouver), Calgary, Markham (just outside Toronto) and London. The Executive MBA facility is situated in Massachusetts, just outside Toronto. Road, air and train links to major Canadian and U.S. cities are excellent. The School is part of a larger University community with the equivalent of 36,000 full-time students. The School also is embarking on a substantial program of teaching and research activities in Asia and Latin America. The School seeks candidates for a probationary tenure track or limited term position at the level of Assistant or Associate Professor in the area of Organizational Behaviour. The position is available to begin in September, 1997 or possibly sooner. The successful candidate will demonstrate a strong commitment to the practice of management in both research and teaching. Ability to teach management behaviour and cross-cultural management



McGill

Dean of the Faculty of Management

McGill University invites nominations and applications for the position of Dean of the Faculty of Management. The Dean is responsible to the Vice-President (Academic) for the supervision and administration of the academic programs, budgets and all activities of the Faculty of Management. The appointment will be for a renewable five-year term commencing June 1, 1997. Candidates should have demonstrated scholarly and management experience, with proven leadership quality. Faculty in French, or a willingness to learn, will be an asset.

The Faculty of Management has a high international profile, attracting outstanding students from many countries around the world. It offers many innovative programs including a new Master of International Management for Practising Managers, and a combined M.D.-M.B.A. program for medical students jointly with the Faculty of Medicine. The Faculty has a student enrolment of approximately 1,700 at the undergraduate level and 500 at the graduate level.

Nominations and applications, accompanied by a detailed curriculum vitae and the names and addresses of three referees, should be submitted in confidence to: Dr. T.H. Chan, Vice-President (Academic), McGill University, 845 Sherbrooke Street West, Montreal, QC, H3A 2T5, Canada no later than October 31, 1996.

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

McGill University is committed to equity in employment.



DEAN, SCHOOL OF NURSING

The University of Lethbridge invites applications for the position of Dean of Nursing.

The Dean provides leadership in the development of teaching, research and service in a time of rapid change in health care. The Dean works within a smaller university, committed to excellence in liberal education for undergraduate students and is responsible to the Vice-President (Academic) for the leadership and administration of the School of Nursing.

The School of Nursing, with a staff of seven full-time, continuing instructors, is one of five faculties and schools on a campus of about 4800 undergraduate students and a limited number of graduate students. The School is committed to the development of the nursing profession and offers three programs: a two-year post diploma program, a four-year Baccalaureate program in nursing and a four-year Bachelor of Health Science (Additions) program. The school has a collaborative relationship with Medicine Hat College and Lethbridge Community College. Further, the University and the School of Nursing are in the process of implementing newly-funded programs. A federally funded Centre of Excellence in Health Promotion Research and Community Studies is housed within the School. The Centre provides an opportunity for cross-disciplinary research involving other faculties in the University and collaboration with a wide range of health and other agencies within the community.

The degree program offers the opportunity to emphasize nursing education for rural settings, the study of issues related to nursing in First Nations communities and gerontology. The Post RN Baccalaureate program offers three focus areas for students: 1) health education, 2) community health, and 3) nursing management. Undergraduate student practitioners have been successfully completed at locations around the world.

The successful applicant will be someone who is an RN (eligible for registration with the AARN) and has a degree in either nursing or a related subject area. In addition, an earned doctorate, or equivalent (ideally in Nursing) is expected. Through proven teaching ability and a strong record in scholarship and research, as well as in administrative ability, the successful candidate would be eligible for tenure at the rank of Full Professor.

This is a five-year renewable term position beginning July 1, 1997 or by agreement. Applications, including detailed curriculum vitae, should be received by October 15, 1996. Direct applications or nominations to:

Dr. Howard Tennant, President and Vice-Chancellor,
The University of Lethbridge, 4401 University Drive, Lethbridge,
Alberta, T1K 3M4, Phone: (403) 329-2201, Fax: (403) 329-2097.
E-mail: TENNANT@HG.ULETH.CA
U of L home page: <http://www.uleth.ca>

The University of Lethbridge is an equal opportunity employer and offers a non-smoking environment. In accordance with Canadian immigration requirements, first preference will be given to Canadian citizens and permanent residents of Canada.

Director, Centre for Learning Accreditation

In the 1996-99 Strategic University Plan, a commitment was made to expanding Athabasca University's learning accreditation function, thus further removing barriers for students who wish to continue their learning at an appropriate level.

In response, the University is establishing the Centre for Learning Accreditation, the primary functions of which are to coordinate and administer the processes for challenge for credit, the assessment for prior learning (formal and non-formal, structured and experiential), and the accreditation of workplace and labour training and other programs.

The Director of the Centre will organize, together with the evaluation staff, faculty, advisors and counsellors, a comprehensive system for students to receive efficient, affordable, and accurate accreditation of their previous studies, and program planning for their future studies. Furthermore, the director will seek and respond to businesses, agencies, and others across Canada who wish to develop programs that include accreditation of existing programs and courses that are currently not assessed for Athabasca University credit.

The Director will review all policies and processes related to learning accreditation and will be responsible for the development of new policy as required to implement the Strategic University Plan.

The Director will also provide leadership in a variety of ways to promote learning accreditation both within Athabasca University and beyond.

The qualifications required include an advanced degree in Education or other relevant field of study, experience in the field of learning accreditation and knowledge of its theories and practices, a demonstrated ability to manage and administer the processes and people required to successfully implement such a Centre, exceptional communication and leadership skills, experience and success in working with both the public and private sectors, and the willingness to locate in Athabasca and to travel as required.

Athabasca is an open university specializing in distance education. Athabasca University maintains an environment which develops and supports equitable working conditions for members of groups traditionally under-represented in universities.

In accordance with Canadian immigration department regulations, this advertisement is directed primarily to Canadian citizens and those holding landed immigrant status in Canada.

Applicants should forward a letter of application, a curriculum vitae and the names and addresses of three referees to: Linda Relmer, Office of the President, Box 10 000, Athabasca, AB T9S 1A1, Fax: (403) 675-6450 or e-mail lindar@admin.athabascau.ca. The closing date for applications is September 30, 1996.

Athabasca University



Toronto, Canada

Department of History 20th Century Canada

Applications are invited for a position at the rank of associate professor in the field of 20th Century Canadian Politics (including, for example, international relations, state formation, political culture, public policy, and cultural policy) and Constitutional History. The Department is particularly interested in people with a research interest in the period since 1945. They also seek a scholar who has already established a significant reputation in the field and who will be immediately eligible for appointment to the graduate program. Salary and tenure status dependent on qualifications and experience. Candidates should send a curriculum vitae along with the names of three referees to: Prof. Adrian Shubert, Chair, Department of History, Faculty of Arts, York University, 4700 Keele Street, North York, Ont. M3J 1P3. Applications must be received by November 30, 1996.

NOTE: This advertisement replaces the one which appeared in the June 1996 issue.

York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. All positions at York University are subject to budgetary approval.

CLASSIFIEDS

in the degree-granting programs and the potential or demonstrated ability to teach in executive education programs are essential. The other areas of interest/concentration of faculty in the Organizational Behaviour Area, in addition to international management, include leadership, organizational change and renewal, and organizational competitiveness. A capability in Spanish, Mandarin, Cantonese, or Korean would be an asset. Applications for a tenured Associate Professor or full Professor position also are encouraged if the candidate's qualifications and record of achievement indicate an interest and ability to quickly begin playing a leadership role in the areas mentioned above. This position is subject to budget approval in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and Permanent Residents of Canada. The Richard Ivey School of Business and the University of Western Ontario are committed to employment equity, welcome diversity in the workplace, and encourage applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities. Applicants should send their Curriculum Vitae

to Professor Mith Rohatyn, the Richard Ivey School of Business, The University of Western Ontario, London, Ontario, Canada N6A 3C7; Phone: 519-661-2258; Fax: 519-661-3445; email: mrohatyn@uwo.ca

CHEMISTRY

UNIVERSITY OF TORONTO — The Department of Chemistry, University of Toronto, invites applications for a tenure track position at the rank of Assistant Professor in Organic Chemistry, effective on or after July 1, 1997. Subject to budgetary approval. Applicants should possess a PhD in organic chemistry, a strong academic background and an excellent research record. The successful candidate will be expected to conduct an active and innovative research program and to teach at both the undergraduate and graduate level. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities. Applications will be accepted until October 15th, 1996. Salary commensurate with experience. Applicants should

provide a curriculum vitae, a list of publications, a statement of teaching interests, and an outline of their proposed research, and should arrange to have three confidential letters of recommendation sent on their behalf to: Chair of Chemistry, Department of Chemistry, University of Toronto, 805 St. George Street, Room 153, Toronto, Ontario M5S 3H6.

YORK UNIVERSITY — Department of Chemistry — Tenure-track position in Organic Chemistry. Applications are invited for a tenure-track faculty position in organic chemistry at York University, subject to budgetary approval. Candidates will be organic chemists with interests in synthesis, preferably with applications in the areas of materials science or bio-organic chemistry, and will have a strong record of accomplishment in a related research area. The successful candidate will be expected to direct an active research programme, and to develop and teach courses at the graduate and undergraduate levels. Qualified candidates will be considered for appointment at the Assistant Professor or higher level commensurate with experience. Candidates should provide a curriculum vitae, a statement of research interests and plans for a proposed pro-

gramme of research, and should arrange for three letters of recommendation to be sent to: Dr. C.C. Leznoff, Chair, Organic Search Committee, Department of Chemistry, York University, 4700 Keele Street, North York, Ontario M3J 1P3, Canada. Review of applications will begin November 1, 1996. York University is implementing a policy of employment equity including Affirmative Action for women faculty. Qualified women and men are invited to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY — Department of Chemistry — Tenure-track position in Analytical Physical Chemistry. Applications are invited for a tenure-track faculty position in analytical physical chemistry at York University subject to budgetary approval. Candidates must currently be active in the development and application of electroanalytical mass spectrometry and have a strong record of accomplishment in this research area. The successful applicant will be expected to direct an active research programme, and to develop and teach courses at the graduate and undergraduate levels. Qualified applicants will be considered for

appointment at the Assistant Professor or higher level commensurate with experience. Candidates should provide a curriculum vitae, a statement of research interests and plans for a proposed programme of research, and the names and addresses of at least three referees be sent to: Prof. Geoffrey W. Hulse, Search Committee, Analytical Physical Chemistry, CAC, Room 060A, Steacie Science Bldg., 470 Keele Street, North York, Ontario M3J 1P3, Canada. Review of applications will begin October 15th, 1996. York University is implementing a policy of employment equity including Affirmative Action for women faculty. Qualified women and men are invited to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF ALBERTA — The Department of Chemistry invites applications for a tenure-track position in Physical Chemistry at the Assistant Professor level to begin July 1, 1997. The Department seeks candidates with demonstrated ability and outstanding potential for excellence in teaching and research. A PhD in Chemistry or a closely related area is essential and postdoctoral experience is an asset. The research area can be in

any aspect of Physical Chemistry which complements the expertise of the current faculty. The research of 30 faculty and 130 graduate students is supported by excellent services, including mass spectrometry and high-field NMR laboratories, and departmental electronic, machine, and glass-blowing shops. The applicants should submit a complete curriculum vitae and research proposal by October 31, 1996, and arrange to have at least three confidential letters of recommendation sent on their behalf to: Gary Horlick, Chair, Department of Chemistry, University of Alberta, Edmonton, Alberta T6G 2G2. Current salaries for Assistant Professors are in the range \$33,230 to \$55,526. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA — The Department of Chemistry invites applications for a tenure-track position in Organic Chemistry at the Assistant Professor level to begin July 1, 1997. The Department seeks candidates with demonstrated ability and outstanding potential for excellence in teaching and research. A PhD in Chemistry or a closely related area is essential and postdoctoral experience is an asset. The research area can be in any aspect of Organic Chemistry which complements the expertise of the current faculty, but preferences will be given to candidates with an interest and ability to teach Physical Organic Chemistry at the graduate level. The research of 30 faculty and 130 graduate students is supported by excellent services, including mass spectrometry and high-field NMR laboratories, and departmental electronic, machine, and glass-blowing shops. The applicants should submit a complete curriculum vitae and research proposal by October 31, 1996, and arrange to have at least three confidential letters of recommendation sent on their behalf to: Gary Horlick, Chair, Department of Chemistry, University of Alberta, Edmonton, Alberta T6G 2G2. Current salaries for Assistant Professors are in the range \$33,230 to \$55,526. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

THE UNIVERSITY OF ALBERTA — The Department of Chemistry invites applications for a tenure-track position in Analytical Chemistry at the Assistant Professor level to begin July 1, 1997. The Department seeks candidates with demonstrated ability and outstanding potential for excellence in teaching and research. A PhD in Chemistry or a closely related area is essential and postdoctoral experience is an asset. We are seeking candidates whose research interests will complement those of the present faculty; however, outstanding candidates in any area of analytical chemistry are encouraged to apply. The research of 30 faculty and 130 graduate students is supported by excellent services, including mass spectrometry and high-field NMR laboratories, and departmental electronic, machine, and glass-blowing shops. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. (If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered.) The applicants should submit a complete curriculum vitae and research proposal by October 31, 1996, and arrange to have at least three confidential letters of recommendation sent on their behalf to: Gary Horlick, Chair, Department of Chemistry, University of Alberta, Edmonton, Alberta T6G 2G2. Current salaries for Assistant Professors are in the range \$33,230 to \$55,526. The University of Alberta is

Concordia University is seeking a Dean of Graduate Studies and Research

Concordia University's Faculties of Arts and Science, Commerce and Administration, Engineering and Computer Science, and Fine Arts, in conjunction with the School of Graduate Studies, offer 82 graduate programmes. Some 3500 graduate students pursue studies leading to graduate diplomas, and MA, MSc, MEng, MAsC, MTM, and PhD degrees. Concordia's faculty, together with its postdoctoral fellows and graduate students, are engaged to significant degrees in both funded and unfunded research in all four faculties and in its eleven research centres. A number of graduate programmes and research endeavours are undertaken jointly with other Quebec universities and with industry, as well as with international partners; the University participates in the national Centres of Excellence programme. External funding for research activities is approximately \$17 million.

As part of a team comprising the Provost and Vice-Rector, Research, and the five Deans, the

Dean of Graduate Studies and Research has responsibility for strengthening, further developing and increasing internal and external support for Concordia's efforts in graduate education and in research, in a context both of opportunity for selective renewal of the faculty and of major budgetary compression. He or she will be called upon to participate with other members of the academic administration in leading an open collaborative process of setting academic priorities and identifying areas of potential development in academic programmes and in research. The Dean will possess a strong record in graduate teaching and research, superior leadership qualities, a commitment to excellence, proven administrative ability, a consultative management style, and excellent communication skills.

Concordia serves a bilingual professional and academic community, often in collaboration with other Quebec universities. The capacity to function in French is an asset.

The appointment will take effect on 1 June 1997, and will be for a five-year term.

Applications or nominations, including a full curriculum vitae, a one-page summary of relevant academic, administrative and research experience, and the names of five referees, must be sent by 15 October 1996 to the attention of Amely Jurgensliem, at:

The Office of the Secretary-General
Concordia University
1455 de Maisonneuve Blvd. West, BC-128
Montréal, QC, H3G 1M8.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Confidentiality of applications and nominations is assured. Concordia University is committed to employment equity, and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.



Concordia
UNIVERSITY

REAL EDUCATION FOR THE REAL WORLD

Director, University of Alberta Bookstore



**University
of
Alberta**

Make your mark, challenge the best of service levels, and shape a new and exciting future. An energizing change is taking place at the University of Alberta. You could be a part of this change, not only contributing to the ongoing success of the Bookstore, but also to the University.

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The University of Alberta has a clear vision — to be indisputably recognized as a leading University in Canada. Helping to shape the Alberta advantage, the University is at the forefront of research and has one of the highest commitments to research and quality teaching.

If the success and rewards associated with shaping this Bookstore's future are appealing, please forward your resume in strictest confidence to Jodi Parkinson, Ernst & Young Management Consultants, 1800 Esso Tower, Scotia Place, 10060 Jasper Avenue, Edmonton, Alberta, T5J 3R8. Confidential Fax: (403) 441-9825. Please quote file #UAI9.

The University of Alberta is committed to the principle of equity in employment. As an employer they welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

ERNST & YOUNG

the UNIVERSITY of WINNIPEG

MARGARET LAURENCE CHAIR IN WOMEN'S STUDIES TENURE-TRACK POSITION IN POLITICAL SCIENCE

The Department of Political Science at the University of Winnipeg invites applications for a tenure-track appointment at the Assistant Professor rank, or, in exceptional circumstances, the lower end of the Associate Professor rank. The appointment may begin January 1, 1997 or July 1, 1997, depending on the candidate's availability. The successful candidate will have a commitment to undergraduate teaching and be a scholar familiar with feminist research and theory, and will have a knowledge of feminist critiques and contributions to political science. The department invites applications from all fields, but is especially interested in persons with a strong background in gender and public policy plus one or more of Canadian politics, political economy, political theory or some other sub-discipline relevant to our needs. The successful candidate must have a PhD by the time of the appointment, have demonstrated competence in teaching and research, have experience with community-based women's organizations, and the ability to speak on women's issues to the general community.

During the first three years, the successful candidate will be seconded to the Women's Studies programs of the University of Winnipeg and the University of Manitoba to assume the duties of the Margaret Laurence Chair in Women's Studies. The Margaret Laurence Chair is not expected to co-ordinate the Women's Studies Programs; each of the universities has its own Co-ordinator. The endowed Chair is a joint position, established in 1986, to promote Women's Studies. The responsibilities of the Chair include teaching a half course in each of the universities' Women's Studies programs; participation in Women's Studies self governance; facilitating community outreach and involvement in research. At the end of this three year period, the successful candidate will return to the Department of Political Science to take up regular departmental duties; alternately, the candidate could receive a cross-appointment between Women's Studies and the department of Political Science.

Salary placement will be commensurate with experience and qualifications. Application, curriculum vitae, and three letters of reference (including at least one which addresses the candidate's community involvement) should be sent to John R. Holfey, Dean of Arts and Science, University of Winnipeg, 515 Portage Avenue, Winnipeg, MB, R3B 2E9. Applicants should also include a statement outlining their specific skills, interests and experiences which would uniquely qualify them for the Margaret Laurence Chair. Deadline for receipt of applications is October 15, 1996.

In accordance with Canadian Immigration requirements, first preference will be given to Canadian citizens and permanent residents. The University of Winnipeg is committed to employment equity.

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CLASSIFIEDS

grams at the Masters and the PhD levels are offered. The programs have restricted enrollment in order to maintain a high-quality research and teaching environment. Prospective faculty can look forward to a dynamic research environment in which collaboration with industry is strongly encouraged. Carleton is located in Ottawa which is a major centre of advanced technology research and development. Salary commensurate with qualifications and experience. Send curriculum vitae and names of three referees no later than October 15, 1996 to: Professor Evangelos Kriakos, Director, School of Computer Science, Carleton University, 125 Colonel By Drive, Ottawa, Ontario K1S 5S6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. This position is subject to budgetary approval.

CARLETON UNIVERSITY School of Computer Science. Applications are invited for a tenure-track position at the rank of Assistant Professor in the School of Computer Science, Carleton University starting July 1, 1997. The School has 17 full-time faculty with particular research strengths in algorithms and complexity, intelligent systems, object-oriented programming, and parallel and distributed computing. Outstanding candidates in Object-Oriented Technologies and/or Computer Graphics will be considered. Exceptional candidates in all other areas of computer science and engineering will also be considered. Successful candidates are

expected to pursue an active research program, perform both graduate and undergraduate teaching and supervise graduate students. The School offers both undergraduate honours programs and graduate programs at the Masters and the PhD levels. The programs have restricted enrollment in order to maintain a high quality research and teaching environment. Prospective faculty can look forward to a dynamic research environment in which collaboration with industry is encouraged. Carleton is located in Ottawa which is a major centre of advanced technology research and development. Salary commensurate with qualifications and experience. Send curriculum vitae and names of three referees no later than November 30, 1996 to: Professor Evangelos Kriakos, Director, School of Computer Science, Carleton University, 125 Colonel By Drive, Ottawa, Ontario K1S 5S6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. This position is subject to budgetary approval.

UNIVERSITY OF WATERLOO — Dept. of Computer Science, Faculty of Mathematics. Applications are invited for a tenure-track position at the rank of Assistant Professor in the Department of Computer Science at the University of Waterloo. The appointment is for a four-year term commencing July 1, 1997, and renewable for an additional two-year term. Candidates should have relevant experience in an academic environment and a strong research record in an area of interest and priority

within the Department. Demonstrated energy, innovation, leadership skills and relevant administrative experience are required, as well as a keen interest in leading a strong and active Department. The Department of Computer Science is the largest of the five Departments in the Faculty of Mathematics. It has 45 faculty members, including 42 full-time tenured or tenure-track positions, 165 full- and part-time graduate students, and 30 technical and support staff members. The Department has a strong history of innovation, with demonstrated accomplishments in both basic and applied research, and extensive involvement with industry. The Department attracts excellent students at both undergraduate and graduate levels, and pride itself on the strength of its teaching. More information is available through the Department's Web site: <http://math.uwaterloo.ca/CSci/>. The successful candidate will be appointed to a tenure-track position as Assistant Professor in the Department, with salary at a level commensurate with qualifications and experience. The closing date for applications is September 30, 1996. Send curriculum vitae and the names and addresses (three references to Professor J.O. Kallenberg, Dean, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified women and men, including members of visible minorities, native peoples and persons with disabilities.

DENTAL HYGIENE

UNIVERSITY OF MANITOBA School of Dental Hygiene - Director. Applications or nominations are invited to fill the position of Director of the School of Dental Hygiene in the Faculty of Dentistry, University of Manitoba for a term of five years, commencing on January 1, 1997, if possible. This position carries with it a tenure track appointment at the rank of Associate Professor in the School of Dental Hygiene. Applicants must have a dental hygiene diploma, a minimum of a master's degree, experience in dental hygiene education, and must be eligible for dental hygiene licensure in Manitoba. Experience in academic administration would be an asset. In addition to some teaching and research, administrative responsibilities will include: overall administration of the School of Dental Hygiene, curriculum development, staff appointment, coordination of staff development, student counselling, supervision of research activities within the School participation on School, Faculty or University committees. Salary is \$50,000 to \$60,000 depending on qualifications and experience. A one day private practice privilege is available. The University of Manitoba encourages applications from qualified men and women, including members of visible minorities, aboriginal people and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Nominations or applications with current curriculum vitae and the names and addresses of three references should be submitted to: Dean J.A. Wright, Faculty of Dentistry, University of Manitoba, 780 Bannatyne Avenue, Winnipeg, Manitoba R3S 0W2. The closing date for applications is November 30, 1996.

UNIVERSITY OF ALBERTA — Dental Hygiene Program, Faculty of Medicine and Health Sciences. Applications are invited for a full-time tenure-track academic position in the Dental Hygiene Program, Faculty of Medicine and Health Sciences, University of Alberta. Responsibilities include didactic and clinical teaching, research and other related program activities. The position requires a Dental hygiene diploma or degree and a Masters degree in Dental Hygiene or related field. Candidates with a strong research background and/or PhD will be given preference. Rank and salary are commensurate

with education and experience; Assistant Professor (\$33,230-\$55,520) or Associate Professor (\$44,736 - \$70,644). Applications accepted until September 30, 1996. Position commencing as soon as possible, but no later than January 1, 1997. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send application including a curriculum vitae and the names of three references to: G.W. Raboin, Associate Dean, Department of Oral Health Sciences, University of Alberta, Edmonton, Alberta T6G 2G6. Fax: 403-492-1634. e-mail: bjones@uau.alberta.ca. Deadline for applications: October 15, 1996. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including aboriginal peoples, persons with disabilities, and members of visible minorities.

DRAMA

UNIVERSITY OF SASKATCHEWAN — The University of Drama at the University of Saskatchewan invites applications to fill a tenure-track position as an Acting and Directing teacher. The appointment is at the rank of Assistant Professor and takes effect July 1, 1997. The successful candidate should be capable of leading the full range of undergraduate acting classes, and of directing major and workshop productions. Preference will be given to those candidates who have experience in movement and/or voice training. Qualifications include a terminal degree in the field, or its equivalent in relevant achievement, teaching and professional theatre experience. The Department of Drama is the oldest theatre department in the Commonwealth, has a full-time faculty of six with several additional seasonal appointments, currently offers B.A., B.F.A., and M.A. degrees in theatre, and has recently moved into fully equipped new facilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Saskatchewan is committed to the principles of employment equity and welcomes applications from all qualified candidates. Women, people of aboriginal descent, members of visible minorities, and people with disabilities are invited to identify themselves as members of these designated groups on their applications. The deadline for applications is December 15, 1996. Those interested should send a curriculum vitae and arrange to have three letters of reference sent to: Professor Henry Wood, Chair, Department of Drama, University of Saskatchewan, 118 Science Place, Saskatoon, Saskatchewan S7N 5Z6. Fax: (306) 966-1193.

EARTH & ATMOSPHERIC SCIENCES

UNIVERSITY OF ALBERTA — Department of Earth and Atmospheric Sciences, Tenure Track Position - One Deposit and Exploration Geology. The Department of Earth & Atmospheric Sciences is seeking a dynamic individual who specializes in process sedimentology, diagenesis of clastic sediments, or hydrocarbon reservoir in clastic rocks. Experience with the integration of clastic successions in structurally complex areas would be an asset. The department is exceptionally well equipped with state-of-the-art analytical equipment (e.g., electron microprobe, scanning electron microscope, geochemical laboratories) and has an international reputation for teaching and research excellence. The person selected for this position will develop an active research program that includes the supervision of MSc and PhD students and interaction with other faculty members who are engaged in research pertaining to sedimentology, stratigraphy, and the petroleum industry. The individual will play an active role in the industrial and academic programs that we offer our undergraduate students. Detailed information about the department can be found on the World Wide Web at <http://www.ualberta.ca/~earthhome.html>. The appointment for this position will be at the Assistant Professor level (\$33,230-

salary range). Salary ranges are Assistant Professor: \$33,230-\$55,520; Associate Professor: \$44,736 - \$69,644; and Professor - starting at \$66,561. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including a resume, a statement of research interests, and the names and addresses of three referees should be addressed to: Dr. Brian Jones, Chair, Department of Earth & Atmospheric Sciences, University of Alberta, Edmonton, Alberta, Canada, T6G 2G6. Fax: 403-492-8190; e-mail: bjones@uau.alberta.ca. Deadline for applications: September 15, 1996. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA — Department of Earth and Atmospheric Sciences, Tenure Track Position - Classic Sedimentologist. The Department of Earth & Atmospheric Sciences is seeking a dynamic individual who specializes in process sedimentology, diagenesis of clastic sediments, or hydrocarbon reservoir in clastic rocks. Experience with the integration of clastic successions in structurally complex areas would be an asset. The department is exceptionally well equipped with state-of-the-art analytical equipment (e.g., electron microprobe, scanning electron microscope, geochemical laboratories) and has an international reputation for teaching and research excellence. The person selected for this position will develop an active research program that includes the supervision of MSc and PhD students and interaction with other faculty members who are engaged in research pertaining to sedimentology, stratigraphy, and the petroleum industry. The individual will play an active role in the industrial and academic programs that we offer our undergraduate students. Detailed information about the department can be found on the World Wide Web at <http://www.ualberta.ca/~earthhome.html>. The appointment for this position will be at the Assistant Professor level (\$33,230-

salary range). Salary ranges are Assistant Professor: \$33,230-\$55,520; Associate Professor: \$44,736 - \$69,644; and Professor - starting at \$66,561. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including a resume, a statement of research interests, and the names and addresses of three referees should be addressed to: Dr. Brian Jones, Chair, Department of Earth & Atmospheric Sciences, University of Alberta, Edmonton, Alberta, Canada, T6G 2G6. Fax: 403-492-8190; e-mail: bjones@uau.alberta.ca. Deadline for applications: September 15, 1996. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA — Department of Earth and Atmospheric Sciences, Tenure Track Position - Hydrogeological/Geochemical/Aqueous Geochemist. The Department of Earth & Atmospheric Sciences is seeking a dynamic individual who specializes in the chemical analysis of subsurface and/or surface waters that pertain to natural rock-water interaction, pollution, and/or resource management. The person selected for this position will play an active role in the industrial and academic programs that we offer our undergraduate students. Detailed information about the department can be found on the World Wide Web at <http://www.ualberta.ca/~earthhome.html>. The appointment for this position will be at the Assistant Professor level (\$33,230-

The University of Manitoba Faculty of Architecture ASSISTANT PROFESSOR DEPARTMENT OF ARCHITECTURE

Tenure Track appointment at the rank of Assistant Professor to teach advanced design studies and theories of urbanism, urban design and practice.

The Faculty of Architecture is dedicated to the design of human settlements and the built environment, and is comprised of a collaboration of five departments. The program of studies in architecture was started in 1913, and current student enrollment in the Faculty is approximately 550. Graduate degrees are offered in Architecture, Landscape Architecture, City Planning and Interior Design. Undergraduate degrees are offered in the departments of Environmental Design and Interior Design.

The Department of Architecture offers a program of studies directed toward a professional Master of Architecture degree.

Applicants must have a proven record of excellence in teaching at the graduate level in architecture, together with a PhD or equivalent in urban design and theory, and a strong record of publications and applied research and/or practice. Applicants who have completed all requirements for professional registration are preferred. In addition to advising graduate students, the successful candidate will teach primarily in advanced design studios and in courses related to theory and practice. In contemporary urbanism. Responsibilities will also include expanding the international studies of the program, coordinating the Masters II program, chairing the Thesis Comprehensive Examination Committee, and research. The expected annual salary range is \$45,000 - \$53,000.

Applications including a statement of intent, a current curriculum vitae, a portfolio, and the names of three referees should be sent in confidence on or before September 30, 1996 to: Prof. Herbert Enns, Chair, Department of Architecture Search Committee, Faculty of Architecture, The University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2. (204) 474-6795, Fax (204) 275-7198, or E-mail: ennsh@cc.umanitoba.ca.

Interested persons are encouraged to contact the Chair. Applicants are welcome to visit the school in order to personally assess areas of potential contribution. A detailed package of information describing the ongoing work of the department is available upon request.

The University of Manitoba encourages applications from qualified women and men including members of visible minorities, aboriginal people, and persons with disabilities. The University provides a smoke-free work environment save for specially designated areas. This advertisement is directed to Canadian citizens and permanent residents. The position is subject to final budget approval.

Assistant or Associate Professor Centre on Aging Faculty Position

The Centre on Aging at the University of Victoria invites applications for a tenure-track position at the rank of Assistant or Associate Professor, subject to budget. Start date as soon as possible. The Centre on Aging is a multidisciplinary research centre that promotes and conducts applied and basic research in the social and behavioural sciences, health care and social service areas throughout the latter part of the lifespan. Applicants should have a Ph.D. in an appropriate discipline (e.g., anthropology, human development, nursing, physical education, psychology, sociology, and gerontology) and a strong record of funded research and peer-reviewed publications in the fields of aging or the latter part of the lifespan. The successful applicant will be expected to join the Centre as an active, funded researcher. Examples of relevant areas of interest include health and performance, health care delivery, evaluation and social policy research. The successful candidate will also hold an appointment in a disciplinary department or school. He or she should have the potential to be considered for the Acting Director position during the incumbent's leave.

Candidates should send a letter of application, curriculum vitae, graduate transcript, representative publications, and three letters of reference to:

Necna L. Chappell, Ph.D., Director
Centre on Aging, University of Victoria
2nd Floor, McPherson Library Building
PO Box 1700 STA COMMERCE
Victoria BC V8W 2Y2 CANADA

DEADLINE FOR APPLICATION IS NOVEMBER 29, 1996

In accordance with Canadian immigration requirements priority will be given to Canadian citizens or permanent residents of Canada. The University of Victoria is an employer of equal opportunity and encourages applications from women, persons with disabilities, visible minorities and aboriginal people.



Dean, Faculty of Law The University of British Columbia

The University of British Columbia seeks applications and nominations for an individual with energy, vision and creative leadership abilities for the position of Dean of the Faculty of Law, to take office July 1, 1997.

UBC is one of Canada's leading teaching and research institutions. It is a publicly supported university comprising twelve faculties, nine schools and many centres and institutes. The University's mission is to be a world-renowned institution of higher education and research.

The Faculty of Law enrolls about 570 students in the LL.B. program, 35 in the LL.M. program and 10 in the Ph.D. program. 43 full-time faculty, several visiting faculty and many specialist adjunct members of the profession provide students with a broad educational and intellectual experience that prepares them both for the practice of law and for a variety of other challenging careers. Research and teaching are carried out from a wide variety of perspectives, and the Faculty is committed to sustaining the excellence of current programs and to developing areas of legal studies that pose important challenges for law and the legal system, and require innovative approaches to legal knowledge. The Faculty is deeply committed to both research and teaching.

As the senior executive officer of the Faculty, the Dean is expected to provide dynamic leadership within the University and in liaison with the legal profession and the broader community. The successful candidate will be a widely recognized scholar with administrative ability and be dedicated to research and teaching. Candidates must have the academic credentials, and scholarly record or professional achievement consistent with appointment to the academic rank of professor.

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal peoples, visible minorities and persons with disabilities. Please direct inquiries to the address shown at left, or e-mail: maria.landmark@sympatico.ca by October 30, 1996.

The LANDMARK Consulting Group Inc.

1455 Lakeshore Road
Suite 206-S
Burlington, Ontario
L7S 2P1
Fax (905) 634-1882

ANNONCES CLASSEES

555,570). Applicants must hold a PhD degree and have a proven research record. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including a resume, a statement of research interests, and the names and addresses of three referees should be addressed to: Dr. Brian Jones, Chair, Department of Earth & Atmospheric Sciences, University of Alberta, Edmonton, Alberta, Canada, T6G 2E3 (Phone: 403-261-8191, email: bjones@uab.ualberta.ca). Deadline for applications: October 15, 1996. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

ECONOMICS

McGILL UNIVERSITY - Department of Economics. Subject to budget approval, applications are invited for a tenure track, entry level, assistant professor position. Applicants must have a doctorate (or expect to complete by May 1997) and show strong potential for excellence in research and teaching. (Funds permitting, exceptionally well-qualified candidates at the associate level, ones with international reputations and a record of good teaching, may be considered.) Field of specialization within economics is open, but preference will be given to candidates who have applied, quantitative research capabilities. Please send applications, curriculum vitae, and three confidential letters of reference to: Prof. Chris Garen, Chair, Department of Economics, McGill University, 855 Sherbrooke St. West, Montreal, Quebec H3A 2T7 Canada. Closing date for applications is 15 November, 1996. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

EDUCATIONAL PSYCHOLOGY

BRANDON UNIVERSITY is seeking applications and nominations for the following position: Assistant or Associate Professor of Educational Psychology (Guidance and Counselling). The successful candidate will be expected to teach in the Graduate Program in Guidance and Counselling. Additional training and experience in one or more of the following areas will be considered an asset: cross-cultural psychology and/or evaluation and assessment. The successful applicant will have a completed doctorate in Guidance and Counselling, a valid teaching certificate, and a record of teaching experience (ABO may be considered). She/he will have an ability to contribute to a collaborative environment and should be able to provide an active personal research agenda, as well as evidence of successful teaching. The candidate will also be expected to contribute to the continued development and co-ordination of the Graduate Program in Guidance and Counselling. The Faculty of Education at Brandon University offers undergraduate and graduate degrees, with an emphasis on preparing teachers for schools in rural, aboriginal and northern communities. The pre-service teacher education program is in the process of being reformed to reflect the Early, Middle, and Senior Years structure. Depending upon the qualifications and experience of the candidate, the appointment will be made at either the Associate or Assistant level. The appointment will be term or probationary, depending upon qualifications and experience. The salary range for the successful applicant will be in accordance with the terms set out in the current Collective Agreement. Interviews are expected to take place shortly after the October 31st closing date, with duties to commence January 1997. Interested educators are invited to apply immediately. This search will remain open until a suitable candidate is found. Please forward a letter of application with a curriculum vitae, original transcripts and three confidential referees to: Dr. Roger Neil, Chair, Dept. of

Educational Psychology & Foundations, Faculty of Education, Brandon University, Brandon, Manitoba R7A 6A9 (Fax: 1-204-728-3328). In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Women and men are encouraged to apply.

ENGINEERING

SIMON FRASER UNIVERSITY - The School of Engineering Science at Simon Fraser University is inviting applications for a tenure-track position in Broadband Communications at the Assistant Professor level, effective May 1, 1997. The successful applicant will have a earned PhD degree and a strong research record in an area such as ATN, Broadband Networks, issues in characterization of video and broadband traffic. Working with current faculty members, he or she will teach at the graduate and undergraduate levels, supervise student projects and theses, and participate in industrial interactions. Prior industrial experience would be an asset. The School of Engineering Science offers an exciting educational environment with very high academic standing and an outstanding record of grant and contract funding. Local industry offers many opportunities for collaborative research, and strong industrial links are characteristic of the program and expected of faculty members. The academic environment is balanced by the natural and cultural ambience of one of the most attractive cities in North America. The University itself enjoys a spectacular mountain top setting, a short drive from downtown Vancouver. Preference will be given to candidates who are eligible for employment in Canada at the time of application. Positions are subject to budget authorization. Simon Fraser University is committed to the principle of equity in employment and offers equal opportunities to qualified applicants. To apply, send a curriculum vitae, a research summary, and names of three references to: Dr. Albert Leung, Director, School of Engineering Science, Simon Fraser University, Burnaby, B.C., Canada V5A 1S6 by October 31, 1996.

UNIVERSITY OF SASKATCHEWAN, Department of Mechanical Engineering. Applications are invited for a tenure-track faculty position in the Department of Mechanical Engineering. Appointment will be at the Assistant Professor level. At the time of appointment, the successful candidate must have completed a PhD in Mechanical or Industrial Engineering with specialization in manufacturing processes or mechanical engineering design. A good background in materials and solid mechanics will be an asset. The candidate should have a good research track record and will be expected to supervise graduate students at both the M.Sc. and PhD levels and to have a strong commitment to teaching, including the ability to develop and teach both graduate and undergraduate courses. Salary will commensurate with qualifications and experience. The University of Saskatchewan has over 18,000 full and part-time students, housed in an attractive campus overlooking the South Saskatchewan River in Saskatoon, a city of about 200,000 people. In the College of Engineering, there are 90 faculty, 1150 undergraduate students and close to 350 graduate students and excellent facilities for research. Within the Department of Mechanical Engineering, there are 20 faculty, over 200 undergraduate students and 70 graduate students with B.E., M.Eng., M.Sc., and PhD degrees being offered. Please forward applications, including curriculum vitae and the names of three references, to: Dr. Greg Schoenau, Professor and Head, Department of Mechanical Engineering, 57 Campus Drive, Saskatoon, Saskatchewan, Canada S7N 3A9. The University of Saskatchewan is committed to the principle of employment equity and welcomes applications from all qualified candidates. Women, people of aboriginal descent, members of visible minorities, and people with disabilities are invited to identify themselves as members of these designated groups on their applications. This position has been cleared for advertising at the two-level. Applications are invited from qualified individuals, regardless of their immigration status in Canada although priority

will be given to Canadian citizens and permanent residents. **BRANDON UNIVERSITY - THE UNIVERSITY OF BRITISH COLUMBIA - Mechanical Engineering.** Patrick David Duggan is in Mechanical Engineering Design. Applications are invited for this new endowed chair which has been made available through the generosity of Mr. Patrick Campbell, an alumnus of the Department, and The University of British Columbia-Hampton Fund. The chairholder will be a senior faculty member, holding a PhD in Mechanical Engineering, and will take up the position on January 1, 1997, or as soon thereafter as possible. The chair's work will be focused in the area of advanced technology design activities in local industry, as well as provide relevant creative design exercises to students. The successful candidate will teach both the undergraduate and graduate level, conduct research and engage in innovative professional activities in the general area of Mechanical Engineering. Design, design of products that preferably hold a PhD degree, and those with extensive industrial experience and strong communication skills are particularly encouraged to apply. An appointment may be made at the rank of Professor or Associate Professor, depending on qualifications and experience. Candidates should be Canadian citizens or eligible for registration as Professional Engineers in the Province of British Columbia. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. Applications, containing a complete curriculum vitae, and the names of at least three referees, should be sent before September 30, 1996 to: Dr. R.L. Evans, Head, Department of Mechanical Engineering, The University of British Columbia, Vancouver, B.C., Canada V6T 1Z4. Further information on the department is available on the world-wide web site: <http://www.mech.ubc.ca>.

McGILL UNIVERSITY - The Department of Civil Engineering and Applied Mechanics. McGill University invites applications for a tenure track appointment in the area of Environmental Engineering. The successful candidate will be given to candidates with a strong background in fluid mechanics and hydraulics. A background in preparation and experience in biological and chemical processes in water environments and an interest in experimental modelling will be an asset. The successful candidate will be expected to supervise graduate students at both the M.Sc. and PhD levels and to have a strong commitment to teaching, including the ability to develop and teach both graduate and undergraduate courses. Salary will commensurate with qualifications and experience. The University of Saskatchewan has over 18,000 full and part-time students, housed in an attractive campus overlooking the South Saskatchewan River in Saskatoon, a city of about 200,000 people. In the College of Engineering, there are 90 faculty, 1150 undergraduate students and close to 350 graduate students and excellent facilities for research. Within the Department of Mechanical Engineering, there are 20 faculty, over 200 undergraduate students and 70 graduate students with B.E., M.Eng., M.Sc., and PhD degrees being offered. Please forward applications, including curriculum vitae and the names of three references, to: Dr. Greg Schoenau, Professor and Head, Department of Mechanical Engineering, 57 Campus Drive, Saskatoon, Saskatchewan, Canada S7N 3A9. The University of Saskatchewan is committed to the principle of employment equity and welcomes applications from all qualified candidates. Women, people of aboriginal descent, members of visible minorities, and people with disabilities are invited to identify themselves as members of these designated groups on their applications. This position has been cleared for advertising at the two-level. Applications are invited from qualified individuals, regardless of their immigration status in Canada although priority

will be given to Canadian citizens and permanent residents. **BRANDON UNIVERSITY - THE UNIVERSITY OF BRITISH COLUMBIA - Mechanical Engineering.** Patrick David Duggan is in Mechanical Engineering Design. Applications are invited for this new endowed chair which has been made available through the generosity of Mr. Patrick Campbell, an alumnus of the Department, and The University of British Columbia-Hampton Fund. The chairholder will be a senior faculty member, holding a PhD in Mechanical Engineering, and will take up the position on January 1, 1997, or as soon thereafter as possible. The chair's work will be focused in the area of advanced technology design activities in local industry, as well as provide relevant creative design exercises to students. The successful candidate will teach both the undergraduate and graduate level, conduct research and engage in innovative professional activities in the general area of Mechanical Engineering. Design, design of products that preferably hold a PhD degree, and those with extensive industrial experience and strong communication skills are particularly encouraged to apply. An appointment may be made at the rank of Professor or Associate Professor, depending on qualifications and experience. Candidates should be Canadian citizens or eligible for registration as Professional Engineers in the Province of British Columbia. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. Applications, containing a complete curriculum vitae, and the names of at least three referees, should be sent before September 30, 1996 to: Dr. R.L. Evans, Head, Department of Mechanical Engineering, The University of British Columbia, Vancouver, B.C., Canada V6T 1Z4. Further information on the department is available on the world-wide web site: <http://www.mech.ubc.ca>.

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WINDSOR

Visiting Humanities Fellowships 1997-1998

Applicants are invited for Visiting Humanities Fellowships, renewable at the University of Windsor in the 1997-98 academic year. Scholars with research projects in traditional humanities disciplines or in theoretical, historical or philosophical aspects of the sciences, social sciences, arts and professional studies are invited to apply. Individuals engaged in interdisciplinary research are particularly encouraged to apply. The Fellowship will apply to sub-scholarships and those holding research grants, including Post-doctoral awards. Applicants must hold a doctorate or the equivalent in experience, research and publications. Visa documents, if required, are the responsibility of the applicant.

The Fellowship is tenable at the University of Windsor for a period of four months to one year. No stipend is attached to the Fellowship. The Humanities Research Group will provide office space, university affiliation, library privileges and assist Fellows in establishing contacts with individuals, groups, libraries and institutions in the Southwestern Ontario/Michigan region. Fellows are expected to work in residence at the HRG for the duration of the award and to deliver a public presentation on their research.

There is no application form. Letters of application should include a rationale for working with the HRG, a curriculum vitae, one page abstract, and a detailed description of the research project. Applicants should arrange to have three letters of reference, sent directly to the HRG before the deadline. Incomplete applications cannot be considered.

Applications should be forwarded to:

Dr. Jacqueline Murray, Director,
Humanities Research Group,
University of Windsor
1400 Windermere Avenue
Windsor, Ontario N9B 3P4

Telephone (519) 253-4232 x3508, Fax (519) 971-3620

Deadline for applications is February 15, 1997.



The University of Manitoba
Department of Internal Medicine

DIRECTOR, INFECTION CONTROL HEALTH SCIENCES CENTRE

The Department of Internal Medicine, Section of Infectious Diseases, is recruiting a physician investigator at the Assistant or Associate Professor level. This is a geographical full-time, contingent position. The individual will be primarily responsible for directing the Infection Control Program at the Health Sciences Centre and will participate in clinical and teaching activities in infectious diseases and internal medicine. Excellent opportunities for hospital epidemiology, infectious disease, infection control exist in this position. State-of-the-art support for molecular epidemiology and antimicrobial resistance genotyping are found within the clinical microbiology laboratory and provide support for the Infection Control Program.

The candidate must have senior specialty qualifications in Internal Medicine and Infectious Diseases in the country of current practice and must be eligible for registration with the College of Physicians and Surgeons of Manitoba. Certification in Internal Medicine and Infectious Diseases by the Royal College of Physicians and Surgeons of Canada is preferred. Additional training in infection control and epidemiology would be an asset.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University offers a smoke free work environment, save for specially designated areas. This advertisement is directed to Canadian citizens and permanent residents. Applications should be accompanied by a curriculum vitae, a list of publications, an outline of areas of research interest, and the names of three referees.

Please send correspondence to: Dr. L. Nicole, H.E. Sellers Professor and Head, Department of Internal Medicine, GC 430, 820 Sherbrook Street, Winnipeg, Manitoba, R3A 1R9. Closing date is September 30, 1996.

Dean, Faculty of Commerce and Business Administration

The University of British Columbia

The University of British Columbia seeks applications and nominations for an individual with energy, vision and creative leadership abilities for the position of Dean of the Faculty of Commerce and Business Administration, to take office July 1, 1997.

UBC is one of Canada's leading teaching and research institutions. Incorporated in 1908, it is a publicly supported university comprising twelve faculties, nine schools and many centres and institutes. The University's mission is to be a world-renowned institution of higher education and research.

The Faculty, with nine divisions, offers B.Com., M.B.A., M.Sc., and Ph.D. degrees to approximately 1,300 undergraduate and 350 graduate students. The Faculty also offers Canada's largest executive and continuing education program. The 90 full-time faculty and approximately 50 full-time staff are committed to preparing students for a rapidly changing and challenging global business environment. The Faculty is deeply committed to both research and teaching.

As the senior executive officer of the Faculty, the Dean is expected to provide dynamic leadership both within the University and the general business community. The successful candidate will be an internationally recognized scholar with proven administrative ability and be dedicated to research and teaching. Candidates must have the academic credentials, and scholarly record or professional achievement consistent with appointment to the academic rank of professor.

In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal peoples, visible minorities and persons with disabilities. Please direct inquiries to the address shown at left, or e-mail: mario.landmark@sympatico.ca no later than October 30, 1996.

The LANDMARK Consulting Group Inc.

1455 Lakeshore Road
Suite 206-S
Burlington, Ontario
L7S 2J1
Fax: (905) 634-1882

CLASSIFIEDS

addresses and phone numbers of three referees to: Dr. I.G. Lockie, Dean, P.Eng. Faculty of Engineering, Lakehead University, 955 Oliver Road, Thunder Bay, Ontario P7B 5E1. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

LAKEHEAD UNIVERSITY — The Department of Civil Engineering at Lakehead University invites applications for a probationary (tenure-track) appointment at the rank of Assistant Professor. Applicants with a Bachelor degree and a PhD in Civil Engineering specializing in one or more of the following areas: transportation engineering, infrastructure engineering, environmental engineering or construction engineering. The applicant is expected to support a graduate program in Transportation Engineering. The successful candidate will be expected to teach effectively, to develop a significant externally funded research program, and to assist in the development of graduate studies. The successful candidate must be a licensed Professional Engineer or be qualified and prepared to become a licensed

Professional Engineer. This position is subject to final budgetary approval. Interested applicants should send a curriculum vitae, a statement of their specific teaching and research interests, and the names and addresses of three referees to: Dr. I.G. Lockie, P.Eng., Dean, Faculty of Engineering, Lakehead University, Thunder Bay, Ontario, Canada P7B 5E1. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

MCGILL UNIVERSITY — The Department of Mechanical Engineering, McGill University, invites applications for a tenure-track faculty position in Design, beginning April 1997. The appointment will be at the Assistant or Associate Professor level depending on background. The candidate will be expected to teach undergraduate and graduate courses in Mechanical Design, and to do research in the general area of Design. A PhD and an undergraduate degree in Mechanical Engineering are required. Practical experience in Design and a proven ability to publish results of research related to Design are essential. In accordance with Canadian

Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should submit by November 1, 1996, a resume, a list of 3 references, and a personal 2-page statement on views and perspectives on the teaching of Design. To: Prof. Stuart J. Price, Chair, Department of Mechanical Engineering, McGill University, 817 Sherbrooke Street West, Montreal, QC, Canada M3A 2K6. McGill University is committed to equity in employment.

CARLETON UNIVERSITY — Department of Civil and Environmental Engineering. Applications are invited for a tenure-track position at the rank of Assistant Professor in the Department of Civil and Environmental Engineering to commence January 1, 1997. The position is subject to budgetary approval. The department has graduated its first group of students with the B.Eng. Environmental Engineering degree in 1996. This program is one of two degree programs offered by the department and covers a broad range of environmental engineering applications including: water and wastewater treatment, air pollution control, solid and hazardous waste management, groundwater flow and contaminant transport, and environmental planning and modeling. The successful candidate will be expected to

teach undergraduate and graduate courses in environmental engineering, conduct research and supervise graduate students, and take an active part in the development of laboratory and research facilities, and participate in the planning and development of a graduate program in environmental engineering. Applicants must have a Bachelor and a doctoral degree in engineering with a strong specialization in an area of application for environmental engineering. Areas of application complementary to those currently identified, as well as new ones, will be considered. Membership or eligibility for membership in a Canadian Professional Engineering Association is preferred. Applications, with a curriculum vitae including educational background, employment history, research and teaching experience, and interest, and the names of at least three referees, should be sent to: Dr. J.L. Numan, Chair, Department of Civil and Environmental Engineering, Carleton University, 1225 Colonel By Drive, Ottawa, Ontario K1S 5B6. Telephone: (513) 520-2600 ext. 5787; Fax: (513) 520-3551. Application deadline: November 1, 1996. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

TECHNICAL UNIVERSITY OF NOVA SCOTIA — The Department of Industrial Engineering, Technical University of Nova Scotia (TUNS) invites applications for a tenure-track faculty position at the Assistant or Associate Professor level in the area of manufacturing control systems and telecommunications systems. Duties include undergraduate and graduate teaching, significant research activities, graduate thesis supervision, and some administrative duties. The candidate must have an earned doctorate in Industrial Engineering or related fields and a demonstrated research record that indicates an ability to contribute significantly to the Department's research program. Research background in system design, performance analysis, and economic decision-making related to these areas are of interest. Eligibility for registration as a Professional Engineer and industrial experience would be assets. The intention is to fill the position as early as possible. Applications, including a curriculum vitae and the names of three referees, should be submitted immediately to: Dr. E. Gunn, Department of Industrial Engineering, Technical University of Nova Scotia, P.O. Box 1000, Halifax, Nova Scotia, Canada B3J 2A4. TUNS offers graduate and undergraduate study in Engineering, Computer Science, and Architecture. The TUNS homepage at <http://www.tuns.ns.ca> gives an

overview of the university and links to other universities in the region. The Industrial Engineering pages are to be found at <http://www.tuns.ns.ca/IE>. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. TUNS is committed to the principles of employment equity and encourages applications from all qualified persons, including women, aboriginal peoples, people with disabilities, and visible minorities.

CONCORDIA UNIVERSITY — Centre for Building Studies has an opening for a tenure-track faculty position. Applications are sought from candidates whose interests and expertise lie in the area of Architectural Engineering, with emphasis on lighting and building envelope. Successful candidates will have an architectural background with a PhD or equivalent related to this area, accomplishments in terms of research publications and/or comparable related experience. Ability to generate research funding is also an important criterion. Duties include teaching at graduate and undergraduate levels, supervision of M.Sc. and PhD students, laboratory development and research. Membership or eligibility for membership in a Canadian professional engineering or architectural association is required. Although the language of instruction at Concordia University is English, bilinguism in English and French will be an asset. Salary and rank are negotiable depending on academic qualifications and experience. Send a complete curriculum vitae with references to: Dr. P. Fazio, Director, Centre for Building Studies, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8. The position is available as of now and applications will be accepted until it is filled. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities, and disabled persons.

THE UNIVERSITY OF WATERLOO — The Department of Electrical & Computer Engineering at the University of Waterloo invites applications for the following six tenure-track faculty openings in the department: (i) RF Integrated Circuits for Wireless Communication Systems with research interests and record in one or more of the following: VLSI RF circuit and systems, high speed device, characterization and modeling, VLSI technologies (process modeling) for RF analog/digital systems and components; (ii) RF Technologies for Wireless Communications with research interests and record in one or more of the following: microwave integrated circuit; simulation and design of active and passive RF circuits and systems; microwave and antenna theory; (iii) Automated Design of Digital Systems with research interests and record in areas such as synthesis and verification; design for testability hardware/software co-design; (iv) Software Maintenance with research interests and record in, but not limited to, reverse engineering, program understanding, reengineering and reuse; (v) Power Electronics and Systems with research interests and record in one or more of the following: power drives; power quality; flexible AC transmission systems (FACTS); transportation systems; (vi) Digital Communication with research interests and record in areas such as spread spectrum; wireless local networks; mobile communication. For more information please visit the web (<http://www.ece.uwaterloo.ca>). The level of appointment and salary will be commensurate with the qualifications of the candidate. The candidate must have an earned doctoral degree and a strong commitment to research and teaching. It is the intention of the University of Waterloo to fill its vacancies with recent PhD graduates. Applications with complete curriculum vitae and names of at least three referees should be sent to: Professor A.J. Heunis, Coordinator, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is primarily directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and members of visible minorities, native people, and persons with disabilities.

UNIVERSITY OF ALBERTA — Department of Mechanical Engineering. Applications from outstanding individuals are invited for a fulltime, tenure-track position at the Assistant Professor level. This position has become available as a result of establishment of a Senior Industrial Research Chair in advanced polymer materials in the Department, funded by the NOVA Corporation of Alberta and the Natural Sciences and Engineering Research Council (NSERC). Candidates must have a PhD for export to receive one by December 1, 1996 and relevant research and/or industrial experience in experimental and analytical modelling of polymeric composites. The successful candidate is expected to work in the area of the Senior Chair program and will be required to teach at the undergraduate and graduate levels, supervise undergraduate and graduate students, establish a viable, externally funded research program, and provide service to the department. The position is available immediately with an annual base salary in the \$45,000 - \$55,000 range. Interested candidates should send a resume, names of three referees,



University
of
Lethbridge

ASSISTANT PROFESSOR FACULTY OF ARTS AND SCIENCE DEPARTMENT OF CHEMISTRY

Assistant Professor; 3 year term appointment beginning January 1, 1997. The position may become tenure-track subject to the availability of funds.

Ph.D. is required in Chemistry/Biochemistry. Relevant teaching experience is an asset.

The University, primarily an undergraduate liberal arts institution, aspires to hire individuals who have a demonstrated potential for excellence in teaching, research and scholarship. The Department of Chemistry has an active research program involving undergraduate and M.Sc. students. All faculty members currently hold NSERC grants.

The successful candidate will be expected to teach organic chemistry and biochemistry as well as general chemistry courses; and to develop a continuing research program in bio-organic chemistry or related areas.

The current minimum salary for an Assistant Professor is \$37,350 per annum.

In accordance with the Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Applications (including a current curriculum vitae, transcripts, and a detailed research proposal modeled after an NSERC Research Grant application form) and three letters of reference should be sent to:

Dr. R.J. Weselake, Chair, Department of Chemistry
The University of Lethbridge, 4401 University Drive, Lethbridge,
Alberta, T1K 3M4, Canada

Candidates are encouraged to have their letters of reference faxed if they apply after September 10, 1996. The closing date for the competition is September 17, 1996.

For more information, please contact Dr. R.J. Weselake at (403) 329-2301; Fax (403) 329-2057, or e-mail weselake@hg.uleth.ca

The University of Lethbridge is an equal opportunity employer and offers a non-smoking environment.

CHAIR Department of Agricultural Economics and Business

Applications are invited for the position of Chair, Department of Agricultural Economics and Business, Ontario Agricultural College (OAC), University of Guelph. The position is available January 1, 1997.

The department is one of ten academic units within the OAC. The 17 member faculty has excellent working relations in terms of education, research and extension programs with other departments in the OAC and departments in other colleges, including Economics, Consumer Studies, Hotel and Food Administration and Population Medicine (Epidemiology). In 1994/95, the department received over \$1.1 million in research grants and contracts from Provincial, Federal and International Governments and from private organizations such as trade and commodity associations and marketing boards.

The department offers undergraduate majors in three degree programs, the BComm, BSc(Agr) and B.A. and has substantial teaching responsibilities in all business related programs on campus. The department has graduate programs at the M.Sc. And Ph.D. levels in production economics, agricultural marketing, natural resource economics, international economics and agricultural policy. The department also offers a niche M.B.A. in agri-food business management, and a collaborative Ph.D. program in Resource and Environmental Economics with the Economics department.

The preferred candidate will hold a Ph.D. in Agricultural Economics, Economics and/or Business Administration, have vision and strong, demonstrated leadership qualities. The candidate will have demonstrated interests in agricultural economics, resource economics and business management. The responsibilities of the position will include assisting faculty in developing and generating support for the department's educational and research programs.

Applications will be treated in confidence and should include a curriculum vitae and the names and addresses of three persons who may be contacted as referees. Deadline date for applications is November 1, 1996 and should be submitted to: Dr. R.J. McLaughlin, Dean, Ontario Agricultural College, University of Guelph, Guelph, Ontario N1G 2W1

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The appointment is subject to budgetary approval.

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

UNIVERSITY
OF GUELPH

DE SOUZA CHAIR IN TRAUMA CLINICAL RESEARCH

Sunnybrook Health Science Centre and the University of Toronto have jointly established the de Souza Trauma Clinical Research Chair. An experienced Researcher (MD and/or PhD) with a proven track record of high quality, peer reviewed, funded clinical research is sought for this endowed Chair. Candidates from a broad spectrum of disciplinary backgrounds are envisaged. The successful candidate will be a productive Clinical Researcher with a focus in clinical trials and outcomes based research and will also be responsible for providing leadership within the Sunnybrook Trauma Research program. The incumbent will be eligible to hold an academic appointment at the Faculty of Medicine, University of Toronto and a research appointment at the Reichmann Research Institute at Sunnybrook Health Science Centre. The term of the appointment will be five years and may be renewed in accordance with University and Centre policies.

In accordance with Canadian Employment and Immigration Guidelines, preference will be given to Canadian citizens and permanent residents of Canada. In accordance with Employment Equity Policies, Sunnybrook Health Science Centre and the University of Toronto encourage applications from qualified men, women, members of visible minorities, aboriginal peoples and persons with disabilities.

Deadline for submission of applications is September 30th, 1996. Interested candidates should apply in writing, including their curriculum vitae to:

Dr. Barry A. McLaughlin,
Chair Search Committee for de Souza
Trauma Clinical Research Chair
Sunnybrook Health Science Centre
2075 Bayview Avenue, Suite C.135
North York, Ontario M4N 3M5
Telephone: 416-480-6810
Fax: 416-480-6811



FACULTY OF DENTISTRY ORAL AND MAXILLOFACIAL SURGERY

Applications are invited for a senior full-time tenure track position in Oral and Maxillofacial Surgery, Department of Oral Medical and Surgical Sciences, The University of British Columbia, Vancouver, Canada. The candidates must be eligible for specialty certification with the College of Dental Surgeons of British Columbia and obtain licensure as soon as possible upon appointment. Graduate level training (M.Sc./PhD) and an established track record for independent research programs preferred. The level of the appointment will be dependent upon the qualifications and experience of the successful candidate. Responsibilities include research and teaching in the undergraduate, graduate and postgraduate programs, and directing the Division of Hospital Dentistry.

The position is subject to final budgetary approval. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Applicants are requested to forward a letter of application and curriculum vitae. In addition, they should arrange for three references to be forwarded independently. Deadline for receipt of material is November 1, 1996. Applications or further enquiries may be directed to:

Dr. David Donaldson, Head
Department of Oral Medical and Surgical Sciences
Faculty of Dentistry
University of British Columbia
2199 Wesbrook Mall
Vancouver, British Columbia V6T 1Z3
Canada
Telephone: 604-822-6747

ANNONCES CLASSÉES

a statement of current and future research interests, and copies of three papers most relevant to your research area, to: Dr. T.W. Forest, Chair, Department of Mechanical Engineering, University of Alberta, Edmonton, Alberta, Canada, T6G 2G6. Applications will be accepted until October 31, 1996. Information about the department can be found at <http://www.mech.ualberta.ca>. The University of Alberta is an open university to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including aboriginal peoples, persons with disabilities, and members of visible minorities.

ENGLISH

UNIVERSITY OF ALBERTA — Five Tenureable Positions. The Department of English, University of Alberta, invites applications for five tenureable positions, effective July 1, 1997. We welcome excellent applications in all areas, but we are chiefly interested in the following: Canadian literature (two positions, nineteenth and twentieth centuries); Native literature (especially applicants who have lived experience of native culture); American literature; and Postcolonial literature. The deadline for receiving completed applications is November 15, 1996. Applicants from persons who have a substantial background in more than one area of the discipline, who have interdisciplinary and/or cultural studies expertise, and who are able to teach generally as well as specialized courses are particularly welcomed. Most appointments will be at the level of the Assistant Professor level (1995-96 salary \$32,230). The English Department at the University of Alberta has 60 tenure-track faculty members, approximately 135 graduate students of whom half are in the PhD programme, over 100 Honours programme students, and over 700 Arts and Education majors. Faculty members typically teach courses from first year to graduate levels. The current teaching load is 5 semester units per year. Staff members are also eligible for research. Staff members are also eligible to apply to university programmes in support of research and attendance at conferences. Candidates should send three letters of reference, a curriculum vitae, and a statement of research interests to: Dr. Patricia Demers, Chair, Department of English, University of Alberta, T6G 2G6. Candidates should also send the Chair a letter of application, a complete curriculum vitae,

a recent writing sample (approximately 20 pages), and the names of referees, and should arrange for the Chair to receive graduate and undergraduate transcripts. Only complete applications received by November 15 will be considered. Candidates are responsible for ensuring that transcripts and letters of reference are received by the Department. The University of Alberta is an open university to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including aboriginal peoples, persons with disabilities, and members of visible minorities.

THE UNIVERSITY OF WESTERN ONTARIO — The Department of English, University of Western Ontario, invites applications for a tenure-track position at the rank of Assistant Professor from July 1, 1997. Salary commensurate with qualifications and experience. Candidates should have a demonstrated expertise and interest in Post-Colonial Literature & Theory. Additional expertise in feminist and/or cultural theory would be an asset. The completed PhD or equivalent, as well as promise and some experience in teaching and research are minimum qualifications; some published work would be advantageous. Pension is subject to budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal peoples, and persons with disabilities. Send application, dossier or curriculum vitae (including transcripts), and three letters of reference to: Paul Gaudet, Chair, Department of English, The University of Western Ontario, London, Ontario N6A 3K7. Fax: (519) 663-3776. Applications must be received by 8 November 1996.

UNIVERSITY OF ALBERTA — The Department of English, University of Alberta, invites applications for a tenure-track position, effective July 1, 1997, in Minority/Dispositional literature (East Asian, South Asian, and/or Caribbean). The deadline for receiving completed applications is November 15, 1996. Applicants from persons who have a substantial background in more than one area of the discipline, who have interdisciplinary and/or cultural studies expertise, and who are able to teach generally as well as specialized courses are particularly welcomed. Appointment will likely be at the level of the Assistant Professor level (1995-96 salary \$32,230). The English Department at the University of Alberta has over 60 tenure-track faculty members,

approximately 135 graduate students of whom half are in the PhD programme, over 100 Honours programme students, and over 700 Arts and Education majors. Faculty members typically teach courses from first year to graduate levels. The current teaching load is 5 semester units per year. Staff members are also eligible to apply to university programmes in support of research and attendance at conferences. Candidates should send three letters of reference, a curriculum vitae, and a statement of research interests to: Dr. Patricia Demers, Chair, Department of English, University of Alberta, Edmonton, Alberta, Canada T6G 2G6. Candidates should also send the Chair a letter of application, a complete curriculum vitae, a recent writing sample (approximately 20 pages), and the names of referees, and should arrange for the Chair to receive graduate and undergraduate transcripts. Only complete applications received by November 15 will be considered, candidates are responsible for ensuring that transcripts and letters of reference are received by the Department. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including aboriginal peoples, persons with disabilities, and members of visible minorities.

FAMILY MEDICINE

THE UNIVERSITY OF WESTERN ONTARIO — The Southwest Middlesex Health Centre and The University of Western Ontario require a family physician to serve as Director of the centre and as a member of the Department of Family Medicine of the university. The Southwest Middlesex Health Centre, situated 10 kilometres west of London, serves communities of Mt. Brydges, three neighbouring townships and First Nations. The medical staff have affiliations with the St. Mary's Hospital community hospital and London teaching hospitals. Besides two other family physicians, the centre staff includes nursing, dental, pharmacy, lab and X-ray service personnel. The centre is funded directly through the Ontario Department of Health and is managed by a community board. The full-time university appointment involves participation in academic programmes for Family Medicine Residents and Medical Studies and participation in education and research activities of the medical school. Rank will be commensurate with experience. The successful candidate will have an active general licence to practice in Ontario, certification of the

College of Family Physicians of Canada, interest and experience in teaching, and clinical interests in obstetric and care of the elderly. Experience with First Nations practice and with smaller community hospitals is desirable. The position is required to be filled by July 1, 1997. Reply in confidence by January 15, 1997 to Dr. Brian Winters, Chair, Department of Family Medicine, K101, Kresge Bldg., University of Western Ontario, London, Ontario N6A 3K1 Canada. Positions are subject to budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal peoples, and persons with disabilities.

FINANCE

ATHABASCA UNIVERSITY invites applications for a tenure-track appointment in Finance at the

Assistant Professor level. Responsibilities will include the development, teaching, and co-ordination of undergraduate distance education courses in finance. The ideal candidate should hold a PhD (or be near completion) in Finance or a closely related field. Preference will be given to candidates with experience in distance or adult education. Athabasca University is an open university specializing in distance education, and is located in the Town of Athabasca, 150 km north of Edmonton, Alberta. Athabasca University maintains an environment which develops and supports equitable working conditions for members of groups traditionally under-represented in universities. In accordance with Canadian immigration department regulations, this advertisement is directed primarily to Canadian citizens and those holding landed immigrant status in Canada. Applicants should forward a letter of application, a curriculum vitae, and the names and addresses of three referees to: Linda Reuter, Office of the President, Athabasca University Box 10,000, Athabasca, Alberta T9S 1A1 or e-mail UN-OS@Admin.athabasca.ca. Further information may be obtained from Dr. John Neward at (403) 775-6231, (fax) (403) 775-6165 or e-mail neward@athabasca.ca. This competition will remain open until a suitable candidate has been selected.

GERMAN

UNIVERSITY OF TORONTO — German, 1. Assistant Professor, tenure track 2. Completed PhD in German Philology/Linguistics; demonstrated scholarly promise; commitment to graduate and undergraduate teaching; native or near native fluency in German; 3. Graduate and undergraduate teaching in language, philology/linguistics, and pedagogy; supervision of teaching assistants. 4. Salary according to qualifications. 5. Applications with curriculum vitae, names of three referees, and current teaching evaluation should be sent to Professor A.P. Dennis, Chair, Department of German Languages and Literatures, University of Toronto, 97 St. George Street, Toronto, Ontario M5S 1A1. 6. Appointment will be effective July 1, 1997. 7. Closing date for applications: November 30, 1996. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity, including affirmative action for women faculty.

Toronto, Canada

President

Applications and nominations are invited for the position of President

York University is nationally and internationally respected for its innovative research and teaching. With its combination of dedicated and talented faculty, bright and ambitious students, dynamic curriculum, superb staff and modern campus in the heart of one of North America's most influential urban centres, York University is setting the modern standard in academic excellence.

Established in 1959, York now provides full- and part-time graduate and undergraduate degree programmes to more than 40,000 students through its ten Faculties: Arts, Atkinson College, Education, Environmental Studies, Fine Arts, Glendon College, Graduate Studies, Osgoode Hall Law School, Pure and Applied Science, and the Schulich School of Business.

The successful candidate must have demonstrated the capacity for outstanding educational leadership, a dedication to excellence in teaching and research, and the management ability necessary to guide a large and dynamic Canadian university. The appointee will be expected to take office on or about July 1, 1997.

Applications should be accompanied by a curriculum vitae; nominations should include a biographical outline of the person nominated.

Those wishing to submit applications or make nominations are encouraged to do so by October 8, 1996. Reply in confidence to:

William A. Dimma, Chair
Presidential Search Committee,
5883 Ross Building,
York University,
North York (Toronto), Ontario, Canada M3J 1P3.

York University has retained the services of the Landmark Consulting Group Inc. to assist in this search.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity, including affirmative action for women faculty.



FOREST SCIENCES DEPARTMENT INSTRUCTOR (TENURE-TRACK) IN NATURAL RESOURCE CONSERVATION

Applications are being accepted for a tenure-track position at the Instructor level to teach in the Natural Resource Conservation undergraduate program, which will graduate 40-50 students per year. Responsibilities include teaching two courses, and in addition, carrying out management and coordination of an integrated course that addresses ecological and social issues in conservation. The integrated course encompasses the entire fall term for students in their final year of their program and was designed to integrate natural science, social sciences, and management issues related to conservation of natural resources. The course will be divided into at least one 1-week and four 3-week modules, each one of which will be facilitated by different faculty members. Modules will be designed by faculty cooperatively with the instructor. Module content will be flexible and will change with time, depending on current issues, previous student experience, and faculty availability. The instructor must have at minimum, a Masters degree in an appropriate field with at least three years additional relevant experience. The instructor must have field and data analysis skills and a demonstrated ability to teach in field and classrooms settings. Candidates with backgrounds in ecology, forestry, conservation biology, geography, or hydrology are encouraged to apply. A familiarity with conservation issues in British Columbia is beneficial.

Salary is commensurate with experience and qualifications. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements this advertisement is directed to Canadian Citizens and permanent residents.

Please direct inquiries, and applications consisting of a CV, the names and addresses of three references, prior to October 31, 1996 to: Dr. Scott Hinch, Search Committee Chair, Forest Sciences Department, University of British Columbia, Vancouver, B.C., Canada, V6T 1Z4. Tel: (604) 822-9377; Fax: (604) 822-9102; E-mail: shinch@unixg.ubc.ca.



DIRECTOR BIOTECHNOLOGY LABORATORY

The Biotechnology Laboratory at the University of British Columbia was established in 1987 to catalyze the interdisciplinary development of biotechnology at U.B.C. The laboratory now comprises 13 independent faculty members with a strong record in attracting external funding. It includes an efficient administrative support system, excellent core facilities for molecular biology, a bioprocessing unit, and a teaching laboratory. The University is now searching for a distinguished scholar to serve as a new Director commencing July 1, 1997, or soon thereafter.

The candidate should be an internationally recognized scientist who will provide leadership, direction and vision to the Biotechnology Laboratory. The candidate will possess effective interpersonal and administrative skills and the ability to maintain strong, positive interactions with other academic units on campus and with the private biotechnology sector. The candidate should be willing to participate in fund-raising activities.

The new Director will lead the continued development of the Biotechnology Laboratory and will be provided with generous laboratory space, administrative support staff and facilities. The new Director will also hold an academic appointment in an appropriate Department.

UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. The position is subject to final budgetary approval.

Applications or nominations for the directorship should include the curriculum vitae of the candidate, together with the names of three references, and be sent to:

Search Committee
Biotechnology Laboratory Directorship
c/o Dr. Barry C. McBride
Dean of Science
6270 University Boulevard, Room 1505
Vancouver, BC V6T 1Z4

The closing date for applications is September 15, 1996.



University
of
Lethbridge

ASSISTANT PROFESSOR Faculty of Arts and Science Department of Biological Sciences

Assistant Professor; three-year term appointment for a Plant Molecular Biologist beginning January 1, 1997, subject to budgetary approval.

Ph.D. required by the appointment date. Post-doctoral experience, teaching experience and evidence of ability to develop an externally funded research program will be assessed. Preference will be given to applicants with research strengths in molecular applications in crop science. Opportunities for research collaboration exist with plant scientists at the University of Lethbridge and with scientists at the two regional Agriculture Canada research stations.

The appointee will be expected to teach lower and upper level undergraduate courses in plant molecular biology and biotechnology, cell biology and botany for programs in Biological Sciences, Biochemistry and Agriculture Biotechnology. Opportunities exist for the supervision of graduate students.

The current minimum salary for an Assistant Professor is \$37,350.00 per annum.

Applicants should submit a letter of application, including a curriculum vitae, transcripts, statement of proposed research (similar to an abbreviated NSERC Operating Grant application, maximum 3 pages), short statement of teaching philosophy, a maximum of three important and/or recent publications, and the names of three references. The applicant should arrange for this material and for the three letters of recommendation to be sent directly to: Dr. Stewart Rood, Coordinator of Agricultural Biotechnology, Department of Biological Sciences, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. E-mail: rood@hgl.uleth.ca.

Closing date for applications: September 20, 1996

In accordance with Canadian Immigration Regulations, first preference will be given to Canadian citizens and permanent residents of Canada.

The University aspires to hire individuals who have demonstrated potential for excellence in teaching, research and scholarship. The University is an equal opportunity employer and offers a non-smoking environment.

dance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

HAEMATOLOGY

OLAHUSIE UNIVERSITY and **Queen Elizabeth II Health Sciences Centre** are seeking a full time tenure track physician with complete training in both allogeneic and autologous stem cell transplantation as Director of the Bone Marrow Transplant Program of Atlantic Canada. Candidates must have FRCC certification (or equivalent) and be eligible for specialty license in Nova Scotia. The BMT Program functions as the referral center for Atlantic Canada for related/unrelated cell transplant. Responsibilities will focus on the management of transplant patients in inpatient, outpatient care, and fully ambulatory settings. The candidate, who will have superior leadership and interpersonal skills, will be a team player, able to form productive liaisons with colleagues in Hematology, Medical Oncology, and related disciplines. Excellent opportunity exists to develop personal research initiatives and co-operative research undertakings which are a requirement of the position. The candidate, in addition to participating in and

teaching research in the program, will be active in education at all levels: undergraduate, postgraduate, and CME. Dalhousie University is an employment equity/affirmative action employer. The University encourages applications from qualified women, aboriginal peoples, racial minorities, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for applications is 30 days from the date of this advertisement. Qualified candidates should send Curriculum Vitae and names of three referees to: Dr. L.A. Fernandez, Professor and Head, Division of Hematology/Medical Oncology, Dalhousie University, Room 415, Bethune Building, Victoria General Hospital, Queen Elizabeth II Health Sciences Centre, Halifax, NS B3M 2Y9.

HEALTH PROMOTION

DALHOUSIE UNIVERSITY — The School of Recreation, Physical and Health Education at Dalhousie University invites applications with an earned Doctorate to apply for a tenure track position at the Assistant Professor level in either the Health Education or Leisure Studies program, commencing August 1, 1997. The applicant should have an appreciation of how Health Education, Leisure Studies and

Knowledge fit into the School's mission to develop leaders and scholars who can generate, disseminate and apply knowledge that helps to maintain and enhance health. The School of Recreation, Physical and Health Education is a member of the Faculty of Health Professions and offers Bachelor's and Master's degrees in the areas of Recreation, Health Education and Recreation (including Therapeutic Recreation). The School's undergraduate programs are aligned through a series of courses dealing with general topics relating to health and well-being. The successful candidate will be expected to teach a core course such as Community Development, Introduction to Health Promotion and Health Professions, or Communication Skills. As well, more specific responsibilities of the position include teaching at the undergraduate and graduate levels in one or more of the following areas: Human Service Delivery Systems, Group Dynamics, Qualitative Research Methods. The position requires evidence of a commitment to teaching excellence and potential to establish an independent research program. Also, it requires undergraduate and graduate advising as well as supervision of undergraduate internships. Applications, together with a curriculum vitae and the names of three referees should be submitted to: Dr. T.L. Maloney, Director, School of Recreation, Physical and Health Education, Dalhousie University, Halifax, NS B3H 3B5; e-mail: Lawrence.Maloney@dal.ca; Telephone: (902) 494-3829; Fax: (902) 494-5120. Application deadline: December 4, 1996. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This appointment is subject to budgetary approval. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities.

HISTORY

UNIVERSITY OF TORONTO — Department of History, 1. Assistant Professor, tenure track, effective July 1, 1997. 2. PhD or equivalent, publications and teaching experience desirable. 3. Teaching undergraduate in the history of Medieval Europe, fifth through 12th centuries at the junior and senior levels. Specialties in socio-economic or institutional history are preferred. 4. Salary commensurate with qualifications and experience. 5. Send application, including C.V. and three letters of reference to Professor R.C. Brown, Chair, Department of History, University of Toronto, 100 St. George Street, Room 207A, Toronto, Ontario M5S 3G3, Canada by 15 November, 1996. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with the Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

UNIVERSITY OF TORONTO — Samuel J. Zacks Chair of Jewish History. The Department of History at the University of Toronto invites applications for the appointment to the Samuel J. Zacks Chair of Jewish History, effective July 1, 1997. The appointee will be a distinguished scholar holding a tenure appointment at the rank of senior associate or full professor, with a strong record of research and publication in higher level and demonstrated excellence in teaching in the undergraduate and graduate level. The appointee will be in the field of European Jewish History area and period open. The appointee will be expected to offer an undergraduate survey course in European Jewish History as well as more specialized courses. Salary will be commensurate with experience. Send applications, a curriculum vitae, and ask three referees to write letters to Professor R.C. Brown, Chair, Department of History, University of Toronto, 100 St. George Street, Room 207A, Toronto, Canada M5S 3G3. Applications will close on October 15, 1996. In accordance with the Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

HISTORY & CLASSICS

UNIVERSITY OF ALBERTA — The Department of History and Classics, University of Alberta, invites applications for a tenure-stream appointment at the level of associate or junior full professor in the area of the pre-settlement Canadian West, or Western Canadian Native History to 1885. The successful candidate will be expected to teach an introductory course in modern world history. A substantial record of excellence in teaching and research is essential. The appointment will commence on July 1, 1997. Current salary on funds being made available. The current salary for an Associate Professor is \$46,786, and for a Professor is \$58,567. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. A letter of application, a curriculum vitae, and representative samples of written work are required. In addition, three referees should be asked to send confidential letters of appraisal to: Louise Jenkins, Secretary to the Hiring Committee, Department of History and Classics, University of Alberta, Edmonton, Alberta T6G 2H4. Closing date: 31 October 1996. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including aboriginal peoples, persons with disabilities, and members of visible minorities.

HUMAN BIOLOGY & NUTRITIONAL SCIENCES

UNIVERSITY OF GUELPH — The Department of Human Biology and Nutritional Sciences at the University of Guelph invites applications for a tenure-track position at the Assistant

Professor level in the area of Biomechanics and/or Ergonomics. Applicants should have a PhD or equivalent with postdoctoral experience being an asset. The successful candidate's responsibilities will include effective undergraduate teaching in Biomechanics, and graduate supervision. The Department of Human Biology and Nutritional Sciences offers undergraduate BSc programs in Bio-Medical Science, Human Kinetics, and Nutritional Sciences that have a total enrolment of 600 students. The Department is currently offering a variety of graduate programs leading to graduate education. Applications for this position should include a curriculum vitae, 2 representative publications, documentation of teaching abilities, and the names of 3 referees. Applications will be accepted until the position is filled. Applications or requests for further information should be sent to: Chair of the Search Committee, Department of Human Biology and Nutritional Sciences, University of Guelph, Guelph, Ontario, Canada N1G 2W1. Fax: 519-827-1656. Review of applications will commence 06-09-96. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The appointment is subject to final budget approval.

INTERNAL MEDICINE

UNIVERSITY OF MANITOBA — Academic Neurogeriatrician. The Department of Internal Medicine, Faculty of Medicine, University of Manitoba, and St. Boniface General Hospital, an affiliated teaching hospital, are seeking a neurologist or geriatrician interested in dementia. This will be a geographical position, continent position at the rank of Assistant Professor. The candidate must have clinical expertise in the diagnosis and management of the dementias and will have proven record of accomplishment in research, with special emphasis on the study of memory-related disorders. The candidate will have an opportunity to participate in the development of a major memory disorder clinic and clinical research centre sponsored jointly by St. Boniface General Hospital, the Lions Club of Winnipeg, and the University of Manitoba, and will participate in the recruitment of their principal research and support staff, the design of the facility, and the development of

graduate and postgraduate training programs. Laboratories focusing on the molecular biology of dementia is being developed concurrently. In addition, the collaboration of interested members of the Departments of Neurology, Neurosurgery, Neuropathology and Neuropsychology is anticipated. The candidate must have a senior specialty qualifications in either Neurology or Geriatric Medicine in the country of origin and be eligible for registration with the College of Physicians and Surgeons of Manitoba. Certification in the appropriate specialty by the Royal College of Physicians and Surgeons of Canada is preferred. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal peoples, and persons with disabilities. The University offers a smoke free work environment, save for specially designated areas. The advertisement is directed to Canadian citizens and permanent residents. Applications should be accompanied by a curriculum vitae, a list of publications, an outline of areas of research interest, and the names of three referees to: Dr. L.E. Nicolle, H.E. Selles Professor and Head, Department of Internal Medicine, G-430, Health Sciences Centre, 820 Sherbrook Street, Winnipeg, Manitoba R3A 1R9. Closing date is October 31, 1996.

LAND RESOURCE SCIENCE

UNIVERSITY OF GUELPH — Ontario Agricultural College, Department of Land Resource Science, Vadose/Unsaturated Zone Hydrologist/Soil Physics. Applications are being accepted for an Assistant Professor (probationary, tenure track) position with responsibilities involving both undergraduate and graduate education in soil and earth science, with an emphasis on physical properties and processes in soils. Strong background in the physics and mathematics of water and chemical transport in the unsaturated zone are required. Areas of research interest, but are not limited to: surface hydrologic processes, hillslope hydrology, water and chemical transport in agricultural systems, and theory development. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. The appointment is subject to final budget approval. Curriculum vitae including details of academic program, names of three referees, and a list of publications should be sent to: Chair, Department of Land Resource Science, University of Guelph, Guelph, Ontario, Canada, N1G 2W1 by September 30, 1996. In



ASSISTANT PROFESSOR DEPARTMENT OF ARCHITECTURE

Tenure Track appointment at the rank of Assistant Professor to teach design studios and contemporary theory and criticism.

The Faculty of Architecture is dedicated to the design of human settlements and the built environment, and is comprised of a collaboration of five departments. The program of studies in architecture was started in 1913, and current student enrollment in the Faculty is approximately 550. Graduate degrees are offered in Architecture, Landscape Architecture, City Planning and Interior Design. Undergraduate degrees are offered in the departments of Environmental Design and Interior Design.

The Department of Architecture offers a program of studies directed toward a professional Master of Architecture degree.

Applicants must have a proven record of excellence in teaching at the undergraduate and graduate levels in architecture, together with advanced degree qualifications, Masters or equivalent, in contemporary theory and criticism, a strong record of innovative design, a strong chronology of publications, and a record of practice and/or research. Applicants who have completed all requirements for professional registration are preferred. Responsibilities will include the coordination and instruction in the Pre-Master's and Environmental Design Architecture Option year, advising graduate students in both Thesis and Comprehensive Examinations, and research. The expected annual salary range is \$40,000 - \$48,000.

Applications including a statement of intent, a current curriculum vitae, a portfolio, and the names of three referees should be sent in confidence on or before September 30, 1996 to: Prof. Herbert Enns, Chair, Department of Architecture Search Committee, Faculty of Architecture, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2; (204) 474-6756, Fax (204) 275-7198, or E-mail: enns@cc.umanitoba.ca.

Interested persons are encouraged to contact the Chair. Applicants are welcome to visit the school in order to personally assess areas of potential contribution. A detailed package of information describing the ongoing work of the department is available upon request.

The University of Manitoba encourages applications from qualified women and men including members of visible minorities, aboriginal peoples, and persons with disabilities. The University provides a smoke-free work environment save for specially designated areas. This advertisement is directed to Canadian citizens and permanent residents. The position is subject to final budget approval.

DEAN OF EDUCATION

Nominations and applications are invited for the position of Dean of the Faculty of Education at the University of New Brunswick, to succeed the incumbent effective July 1, 1997. It is located in historic Fredericton, the capital city of New Brunswick, situated on the beautiful St. John River. The appointment is for a five-year term and is subject to renewal.

The Faculty offers recently approved 60-credit hour BEd (Concurrent) and BEd (Consecutive) degrees and an MEd program in a distinctly supportive and collegial environment, with 1400 graduate and undergraduate students from across Canada and 60 full-time faculty. The Faculty is a rich academic milieu with several research centres, two recently established externally funded Chairs (one supported by the Canadian Institute for Advanced Research and the other by corporate donors), and a proposed PhD program in the approval process.

Reporting to the Vice-President (Academic), the Dean is responsible for the supervision and administration of academic programmes and the Faculty budget. Candidates must possess the leadership skills needed to maintain productive relationships within the Faculty and positive associations with the professional community and government agencies. Candidates will have a strong scholarly record, demonstrated ability in teaching and administration, and a commitment to facilitate institutional growth and development.

Inquiries, nominations and applications should be addressed to:

Dr. Louis P. Visentin
Vice-President (Academic)
University of New Brunswick
P.O. Box 4400
Fredericton, New Brunswick, Canada
E3B 5A3
E-Mail: Visentin@UNB.CA
Fax: (506) 453-4908

by November 30, 1996. Applicants should include a curriculum vitae and the names of three referees.



In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF NEW BRUNSWICK



University of Alberta Edmonton

Occupational Medicine Department of Public Health Sciences, Faculty of Medicine and Oral Health Sciences

The Department of Public Health Sciences, Faculty of Medicine and Oral Health Sciences, University of Alberta, is offering a full-time academic, tenure-track position in Occupational Medicine. The appointment will be at the Assistant Professor level, salary range \$39,230 - \$55,526 supplemented by a comprehensive benefits package. Opportunities exist for supplementing the base salary with earnings from clinical and other service. Responsibilities associated with this position will include teaching in the Residency in Occupational Medicine (one of two Royal College - approved residencies active in Canada), teaching at the undergraduate and postgraduate medical levels, providing clinical consultation services through the Northern Alberta Occupational Health and Safety Resource Centre, and pursuing a research programme consistent with personal interests.

Required qualifications include one of the following or equivalent: FRCP(C) in Occupational Medicine; FRCP(C) in another field and CCMBOM (or eligible); ABIM, FRCP (UK or other Commonwealth country), or FFOM. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Deadline for applications is October 15, 1996. Curriculum vitae citing three referees are to be sent to:

Dr. TW Noseworthy, Chair
Occupational Health Search Committee
Department of Public Health Sciences
13-103 Clinical Sciences Building
Edmonton, AB T6G 2G3

The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including aboriginal peoples, persons with disabilities, and members of visible minorities.

ASSISTANT PROFESSOR Department of Mathematics and Statistics

Applications are invited for a tenure-track appointment in the Department of Mathematics and Statistics at The University of Calgary at the rank of Assistant Professor, starting September 1, 1997. The appointment will be in an area of modern applied mathematics.

Qualifications: Candidates must have an earned doctorate, be an excellent teacher at both the undergraduate and graduate levels, be willing to undertake graduate student supervision, and to carry out a program of significant research in an area of interest to faculty in the Division of Applied Mathematics.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity.

Applications should include a curriculum vitae and the names and addresses of three persons from whom letters of recommendation may be obtained. Applications received before January 15, 1997 will be given preference. Please send correspondence to:

Eugene Couch, Chairman
Division of Applied Mathematics
Department of Mathematics and Statistics
The University of Calgary
2500 University Drive N.W.
Calgary, Alberta, Canada T2N 1N4
e-mail: couch@math.ucalgary.ca



www.ucalgary.ca



HÔPITAL GÉNÉRAL
D'OTTAWA

The new Ottawa General Hospital Research Institute is pleased to announce the creation of a

Centre for Molecular Medicine

Affiliated with the University of Ottawa, the Centre has several junior and senior faculty positions available for basic scientists and clinical scientists for our strong research programs in the molecular biology of disease and development. The Centre is housed in a new 20,000 sq. ft. laboratory facility in close proximity to other research centres for cancer, neuroscience and eye research. Research Institute scientists have research as their primary activity but hold University positions in the appropriate rank and contribute to the teaching and training programs of the University of Ottawa.

The Ottawa General Hospital is located on an attractive campus, along with the Children's Hospital of Eastern Ontario and the University's Medical School. The campus is situated in a residential area close to the downtown core. The city of Ottawa is home to many cultural attractions, fine theatres and restaurants, and is within minutes of the Gatineau hills, renowned for skiing, hiking and recreational activities.

Applications are invited from scientists with expertise in developmental biology and molecular pathology of disease, including transgenic animal models of disease and development, disease gene identification, gene regulation and gene delivery, and genetic epidemiology of complex diseases.

Please forward your resume in confidence, including a two-page statement of research goals and the names of three referees, by September 1996, to: Dr. R.G. Worton, Director of Research, Centre for Molecular Medicine, Ottawa General Hospital, 501 Smyth Road, Ottawa, Ontario K1H 8L6. Tel: (613) 737-8930; Fax: (613) 737-8204.

ANNONCES CLASSES

accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

LAW

UNIVERSITY OF BRITISH COLUMBIA — The Faculty of Law at the University of British Columbia invites applications for a full time tenure track position commencing July 1, 1997. The Faculty welcomes applications from candidates in all areas of legal studies who demonstrate strong scholarly abilities. The position will be filled at the rank of Assistant Professor at a salary commensurate with that rank and with the candidate's qualifications and experience. Applications at a more senior rank may be considered for candidates with exceptional qualifications who are members of the designated groups listed in the last paragraph of this advertisement. Applications and curricula vitae for the position should be forwarded as soon as possible, or by September 30, 1996, to Professor Claire Young, Secretary, Appointments Committee, Faculty of Law, University of British Columbia, 1822 East Mall, Vancouver, B.C. V6T 1Z1, Fax (604) 822-8108, Ph. (604) 822-4669, e-mail young@law.ubc.ca. The position requires a law degree and a minimum of five years of legal experience. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

LINGUISTICS

UNIVERSITY OF VICTORIA — The Department of Linguistics at the University of Victoria invites applications for a three-year, tenure track position in Applied Linguistics and TESOL methodology at the Assistant Professor level, starting January 1, 1997. Applicants should have a PhD in Applied Linguistics, TESOL methodology, and second language acquisition, and will also be responsible for administering and supervising graduate

placements for the Departmental programs in Applied Linguistics. Experience in the professional training of ESL teachers is essential, as is an established network of contacts for ESL placement placements in Greater Victoria. Applications, including a curriculum vitae and three letters of reference should be sent to Joseph F. Kest, Chair, Selection Committee for Position in Applied Linguistics, Department of Linguistics, University of Victoria, P.O. Box 1800, Victoria, British Columbia, Canada V8W 2Y8. The deadline for applications is October 15, 1996. Applications are welcomed from all qualified candidates; however, Canadian Immigration Requirements require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. The University of Victoria offers equal employment opportunities to qualified male and female applicants.

LIBRARY

YORK UNIVERSITY LIBRARIES invite applications for the position of Reference Librarian in the Law Library. Responsibilities include providing a broad range of reference assistance and library instruction to students, faculty and staff. The position is located in the Law Library, York University, North York, Ontario. The University community. Responsibilities also include professional development, research and scholarly work, and service to the University. Qualifications: Required: AALC accredited MLIS degree or equivalent. Experience with print and electronic information sources and services; experience in the use of the Internet and computers for information retrieval and management; solid understanding of the current state of information technology. Strong personal and service philosophy; demonstrated ability to work in a team-oriented environment; and effective oral and written communication skills. Flexible and creative approach to problem-solving; interest in library and university committee responsibilities; and the ability to manage a diverse workload. Working hours: 9:00 a.m. to 5:00 p.m., Monday through Friday. Salary: \$40,000 to \$45,000 per annum. Oversee: Knowledge of the major legal online databases and electronic resources and ability to integrate them into reference services. Ability to support electronic services such as CD-ROMs and the Internet. Reference experience in legal or related areas or an LL.B. degree. Teaching and library

instruction skills. Academic background in social sciences. Working knowledge of French. York University is implementing a policy of employment equity and encourages applications from women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. This is a continuing appointment (tenure-track) to be filled at the Assistant Librarian level and is appropriate for librarians with up to two years experience. The position is included in the York University Faculty Association bargaining unit. The salary for an Assistant Librarian is \$37,000. The position will be given to applications received before September 30, 1996. Applications, including a covering letter relating qualifications to requirements of the position, a current curriculum vitae and the names of two referees should be sent to: Chair, Appointment Committee, 310 Scott Yard, York University Libraries, 4700 Keele St., North York, Ontario M3J 1P3. We appreciate all applications but are unable to acknowledge them individually. Only candidates being considered for an interview will be contacted.

THE UNIVERSITY OF MANITOBA LIBRARIES invites applications for the position of Reference Librarian/Bibliographer, Academic/Reference Arts Area. Responsibilities of the incumbent are as follows: Provides reference service to students, faculty and external users; Coordinates reference assistance for students enrolled in distance education courses; Provides orientations and bibliographic instruction; Participates in collection development and the area of Fine Arts; Acts as the liaison between the Library and the School of Art; Provides assistance to library staff in the use of a variety of CD-ROM and Internet-based resources; and provides technical support by troubleshooting hardware and software problems; Responsible for creating and maintaining up-to-date information on the library's holdings on the World Wide Web; Creates and maintains guides to special materials within the collection; Participates in the organization, development and promotion of services and collections; and serves on library and university committees as appropriate. Qualifications: A degree from an ALA-accredited library school; an undergraduate degree in fine arts, art education or a related field is required; experience in an academic or special instruction library; knowledge of formal planning practices and the use of bibliographic instruction and reference services are desired; Experience in knowledge of slides, photography and special collections is an asset; Experience using MS-DOS, Windows, Macintosh and UNIX required; Experience in accessing art and architecture resources on the World Wide Web required; Demonstrated experience in creating documents on the World Wide Web an asset; Must be highly motivated and self-directed, and have the ability to work independently as well as with the "team". Strong interpersonal communication skills and excellent time management skills are essential. The successful candidate is expected to participate in professional development and

provide information regarding computerized bibliographic database searches and make library users aware of the service; formulates search strategies; performs searches and assists users in locating materials; To act as liaison between the library user and the libraries, interpreting user needs to the Head and Library policy to the user; To participate in the development and maintenance of the role and objectives of the Library; To provide reference service for library users, including answering information requests, giving instruction and assistance in the use of bibliographic aids, and promoting and installing reference services; To be responsible for collection development in specific subject areas in the Science Library; To participate in the development and maintenance of the role and objectives of the Science Library; To participate in specific projects and committee appointments as assigned. Qualifications: A degree from an ALA-accredited library school; An undergraduate degree in agriculture, agricultural engineering or a related field is required; Experience in an academic library; knowledge of formal planning processes and familiarity with bibliographic instruction and reference services are desired; Experience using MS-DOS, Windows and UNIX required; Demonstrated experience in creating documents on the World Wide Web as desired; Must be highly motivated and self-directed, and have the ability to work independently as well as with the "team". Strong interpersonal communication skills and excellent time management skills are essential. The successful candidate is expected to participate in professional development and

relevant professional activities. Effective date: January 1, 1997. Rank and Salary Range: Commensurate with qualifications and experience. General Librarian: \$31,746 to \$44,418. The position has a two-year probationary period. Librarians enjoy academic status and are appointed to one of four ranks: General, Assistant, Associate and Librarian, with possibility of promotion. The filling of the position is subject to final budgetary approval. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. The University provides a smoke-free environment, save for specially designated areas. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Submit application, including resume, salary expectations and the names of three referees, by September 30, 1996, to: Carolynne Presser, Director of Libraries, The University of Manitoba Libraries, Winnipeg, MB R3T 2N2.

MANAGEMENT

UNIVERSITY OF TORONTO — Faculty of Management. Applications are invited from candidates with qualifications for positions in: (1) Marketing (open rank, tenure-track or with tenure); and (2) Marketing (Assistant Professor, tenure-track) beginning July 1, 1997. PhD or MBA degree (completed or near completion) is expected, preferably with excellent teaching and research experience. Quota include research and teaching at both graduate and undergraduate

The University College of the Cariboo Invites Applications for a PHILOSOPHY INSTRUCTOR Competition #96-047

The successful candidate will teach one course in introductory philosophy, plus two upper level courses from among the following: Philosophy of Art, Metaphysics, Moral and Political Philosophy, Philosophy of Law, Philosophy of Science and Philosophy of Social Science. Candidates with a background in either analytic or continental philosophy are encouraged to apply.

Qualifications: • Ph.D. required • Teaching experience preferred
Term of Appointment: December 9, 1996 to April 26, 1997

Closing Date for Applications: September 30, 1996

In accordance with Canadian Immigration laws, this ad is directed to citizens and permanent residents of Canada. The University College of the Cariboo is committed to the principle of employment equity. Please forward current curriculum vitae, quoting **Competition #96-047**, with names, addresses and telephone numbers of three (3) referees, along with a copy of graduate transcripts to:



Ms. Irene Bazell
Human Resources Officer
UCC, P.O. Box 3010
Kamloops, B.C.
V2C 5N3

We wish to thank all applicants, however, only those under consideration will be contacted.

GEOMECHANICS RESEARCH CENTRE

The Geomechanics Research Centre of Laurentian University is presently accepting applications for two non-tenure track, grant funded appointments as research engineers to conduct geomechanical research related to hard rock mining.

Senior Research Engineer

The successful applicant will conduct research on topics related to deep mining and hazard assessment in seismically active mines.

- Qualifications:**
- advanced degree in Mining Engineering (PhD) with minimum of 3 years of professional, industrial or research experience required;
 - familiarity with Canadian hard rock mining;
 - knowledge of underground rock engineering, rock fragmentation and cutting, mechanical rock excavation, and numerical modeling for support design;
 - strong analytical abilities;
 - sound understanding of rock failure processes, and advanced computer programming (C, visual basic, USP, AutoCad) and simulation skills (GEN, PLAC, UDEC) required;
 - must be physically fit and willing to work underground;
 - must be fluent in oral and written English.

Junior Research Engineer

The incumbent will provide testbench support for various projects

- Qualifications:**
- advanced degree in Mining or Civil Engineering (M.Sc.) required and some practical experience preferred;
 - advanced skills in rockmass monitoring, seismic data processing, computer programming (AutoCad, C) and numerical modeling, and rockmass mapping are highly desirable;
 - must be physically fit and willing to work underground;
 - must be fluent in oral and written English.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

Apply in writing and send current resume with supporting documents and references by September 27, 1996 to:

Dr. P.K. Kaiser, Geomechanics Research Centre, Laurentian University, Ramsey Lake Road, Sudbury, Ontario, P6E 2C5

Laurentian University is committed to equity in employment and encourages applications from all qualified applicants including women, aboriginal peoples, members of visible minorities, and persons with disabilities.



Laurentian University



BRANDON UNIVERSITY Vice-President, Academic and Research

Brandon University invites applications and nominations for the position of Vice-President, Academic and Research.

Reporting directly to the President, the VP (A&R) is the senior academic and research officer of the University and is responsible for overseeing the administration of all academic programming and academic support services of the University, including planning and development. The VP (A&R) also plays a major role in the University's budget process and is responsible for personnel matters relating to academic staff, including collective bargaining. Currently, all five Deans, the University Librarian, and the Directors of Educational Technology/Extension, and the Rural Development Institute report to the VP (A&R).

The successful candidate will be a scholar who is committed to the fostering of academic excellence and innovation, who displays an understanding of contemporary university issues, and who has demonstrated strong skills at academic leadership, team building, and problem solving at a senior university administrative post, including success in dealing with governing boards, collective bargaining, government, research funding agencies, and private fundraising.

Nearing its 100th anniversary, Brandon University serves some 4000 full- and part-time students on and off campus through its faculties of Arts, Science, Education, and Music, and via its innovative and award-winning outreach projects and programs. In addition to undergraduate degrees and pre-professional programs in a wide range of subjects, the University offers Master's programs in Education and Music and operates a research institute and consulting services specializing in rural and community development. The University places a strong emphasis on accessibility, small class sizes, and personalized learning environment. A disproportionately high number of its students win national scholarships for graduate study.

The five-year renewable appointment will commence January 1, 1997 or according to the availability of the successful candidate. Applications and nominations should be accompanied by a detailed curriculum vitae and the names of at least three referees and should be submitted in confidence prior to October 31, 1996 to:

Dr. C. Dennis Anderson
President and Vice-Chancellor
Brandon University
Brandon, Manitoba R7A 6A9
Fax: (204) 729-9016

In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Both women and men are encouraged to apply.



Queen's University at Kingston Social Worker

The Queen's University Department of Psychiatry seeks a social worker at the MSW level for a new clinical academic position in the Division of Developmental Disabilities. The role includes coordinating a dual diagnosis clinic at Hotel Dieu Hospital in Kingston, teaching health care and social work students on practicum placements, and participating in the Division's multi-disciplinary research program. Academic rank and salary commensurate with professional qualifications and experience. Some travel in southeastern and northern Ontario required.

In accordance with Canada Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University is an equal opportunity employer, welcomes diversity in the workplace and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities and visible minorities. Inquiries may be directed to Dr. Bruce McCreary, Chairman of Developmental Disabilities 613-549-7944.

Applications should be directed to:

Dr. Ted Waring, Chairman
Department of Psychiatry
Queen's University,
Kingston, Ontario K7L 3N6

Ontario Institute for Studies in Education of the University of Toronto (OISE/UT)

Applications are invited for a tenure-stream position in Counselling Psychology in OISE/UT's Department of Adult Education, Community Development, and Counselling Psychology. Preferred candidates will possess a doctoral degree, relevant clinical or counselling experience, and a proven record of scholarly publication.

Areas of specialization of particular interest include counselling theory and practice, assessment, multicultural counselling, career counselling, and other counselling issues related to education.

Responsibilities of the position include teaching at the graduate and preservice teacher education levels, supervision of master's and doctoral theses, and research.

Rank and salary will be commensurate with qualifications and experience. Appointments will commence on July 1, 1997 or earlier.

Applications must include full curriculum vitae and the names and addresses of three or more referees. Applications should be submitted by October 31, 1996 to Professor Michael Fullan, Dean, OISE/UT, 252 Bloor St. W., Toronto, Ontario, M5S 1V6. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

levels, salary commensurate with qualifications, teaching and practical experience. The positions are subject to budgetary approval. The University of Toronto encourages applications from qualified men and women, members of visible minorities, aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Please send by October 15, 1996, a letter of application with a curriculum vitae and the names of three references to: Dr. Peter Pauly, Associate Dean, Research & Academic Resources, Faculty of Management, University of Toronto, 105 St. George Street, Toronto, Ontario, Canada M5S 3A6; fax: (416) 978-5813; e-mail: pauly@mtm.mgmt.utoronto.ca.

UNIVERSITY OF TORONTO — Faculty of Management. Applications are invited from candidates with qualifications for positions in: (1) International Business (Associate or Full Professor, with tenure); (2) Strategic Management (open rank, tenure-track or with tenure); and (3) Strategic Management (priority business and industry, ethical) (Assistant Professor, tenure-track) beginning July 1, 1997. PhD or MBA degree (or equivalent or near completion) is expected, preferably with excellent teaching and research experience. Duties include teaching and supervising both graduate and undergraduate levels. Salary commensurate with qualifications, teaching and practical experience. The positions are subject to budgetary approval. The University of Toronto encourages applications from qualified men and women, members of visible minorities, aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Please send by October 15, 1996, a letter of application with a curriculum vitae and the names of three references to: Dr. Peter Pauly, Associate Dean, Research & Academic Resources, Faculty of Management, University of Toronto, 105 St. George Street, Toronto, Ontario, Canada M5S 3A6; fax: (416) 978-5813; e-mail: pauly@mtm.mgmt.utoronto.ca.

MANAGEMENT INFORMATION SYSTEMS

CONCORDIA UNIVERSITY — Applicants are invited for tenure-track and visiting positions at all ranks. In Management Information Systems, effective January 1997 or June 1997, for appointment as Assistant Professor, candidates should have completed a PhD or be eligible for one, and have a strong research orientation.

Candidates for higher ranks must provide evidence of excellent teaching and research. Salaries are competitive and depend on rank, research record, and experience. Successful candidates will participate in teaching and research supervision in the following programs: Undergraduate, Graduate Diploma, MBA, EMBA, MSc, and PhD. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities, and disabled persons. All other things being equal, women candidates will be given priority. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Interested candidates are invited to send an application including curriculum vitae and three letters of reference, no later than Nov. 30, 1996 to: Dr. Robert Anell, Chair, Department of Decision Sciences and Management Information Systems, Faculty of Commerce and Administration, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M6.

MARKETING

CONCORDIA UNIVERSITY — The Department of Marketing. The Department of Marketing invites applications for a full-time tenure-track position at the Assistant Professor level. Candidates should have a PhD in Marketing or be near completion. Effective teaching and strong research commitment is essential. Applicants should have a primary interest in research and teaching in Business-to-Business Marketing. The successful candidate may also be required to teach in the other area of Marketing. Applicants should list their secondary teaching interests. Faculty of Commerce and Administration offers B. Comm., MBA, EMBA, AMBA, M.Sc., and PhD degrees. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates shall be given priority. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. This position is subject to budgetary approval. Please apply in writing to: Dr. Z. Gidycz, Chair, Department of Marketing, Faculty of Commerce and Administration, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, Canada H3G 1M6. Tel: (514) 846-2951 or fax: (514) 846-5554.

ATHABASCA UNIVERSITY — The Centre for Career Development and Organizational Studies at Athabasca University.

invites applications for a tenure-track appointment in Marketing at the Assistant Professor level. Responsibilities will include the development, teaching, and co-ordination of undergraduate distance education courses in marketing. The ideal candidate should hold a PhD in Marketing or a closely related field. Preference will be given to candidates with experience in distance or adult education and an interest in exploring the connections between marketing, economic, and organizational studies. Athabasca University is an open access university specializing in distance education, and is located in the Town of Athabasca, 150 km north of Edmonton, Alberta. Athabasca University maintains an environment which develops and supports equitable working conditions for members of groups traditionally under-represented in universities. In accordance with Canadian Immigration Department regulations, this advertisement is directed primarily to Canadian citizens and those holding landed immigrant status in Canada. Applicants should forward a letter of application, a curriculum vitae, and the names and addresses of three references to: Linda Remer, Office of the President, Athabasca University, 100-100, Athabasca, Alberta T9S 1A1 or e-mail: UN-DAR@athabasca.ab.ca. Further information may be obtained from Dr. John Hume at (803) 675-6313, fax: (403) 675-6186 or e-mail: jhume@athabasca.ca. This competition will remain open until a suitable candidate has been selected.

MATHEMATICS

UNIVERSITY OF BRITISH COLUMBIA — The Mathematics Department is seeking an outstanding candidate in Mathematical Biology for a tenure-track position in the School of Mathematics. July 1997. Applicants should have a proven research record of high quality and have demonstrated interest and ability in teaching. Preference will be given to those who have one or more years of postdoctoral experience. This position is subject to final budgetary approval. Appointment may be considered at a higher rank for a member of the designated equity group with exceptional qualifications. A joint appointment with one of the Schools, if appropriate, is a possibility. The salary will be commensurate with experience and research record. Applicants should send a C.V. including list of publications, statement of research and teaching interests and arrange for three letters of recommendation to be sent directly to: Professor D. Hanson, Head, School of Mathematics, University of British Columbia, 121-1984 Mathematics Road, Vancouver, B.C. Canada V2T 1Z2. Applications must be received before November 11, 1996. USC will accept applications, especially women, aboriginal people, visible minorities, and persons with disabilities. Applicants not in Mathematical Biology should not apply.

MATHEMATICS & STATISTICS

CARLETON UNIVERSITY — The Department of Mathematics and Statistics is looking for an outstanding applicant in the area of Computational Statistics to fill a tenure-track position at the level of Assistant Professor, beginning July 1, 1997. The position is subject to budgetary approval. The successful candidate will be expected to have a PhD in Applied Statistics and be active in research, supervise graduate students, and contribute to the Department's tradition of excellence in teaching. Information concerning the Department, including research interests of the faculty, may be obtained by request. Applications, with a curriculum vitae and the names and addresses of three references, should be addressed to: Dr. Martin Dlub, Chair, Department of Mathematics and Statistics, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 8B8. The closing date for receipt of applications is November 15, 1996.

in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. **UNIVERSITY OF VICTORIA** — The Department of Mathematics and Statistics at the University of Victoria invites outstanding candidates to apply for a tenure-track position at the Assistant Professor level to commence on July 1, 1997. Applicants should have a PhD in Mathematics or a related discipline, a strong commitment to undergraduate and graduate teaching, and a demonstrated record of research in Discrete Mathematics. The position is subject to funding and to approval by the Board of Governors of the University of Victoria. The University of Victoria is an employment equity employer and encourages applications from work with individuals, families, groups and communities in a variety of settings guided by a health promotion perspective. The program is available through both distance and on-campus formats. The School of Nursing seeks a partner in a multidisciplinary Master's program that prepares graduates to contribute to policy and practice in health and human services. By meeting certain criteria, nurses enrolled in this program are able to earn a Master's in Nursing. The School is also planning a Masters of Nursing that will be offered via distance education. Applicants are invited for the following positions: Assistant Associate Professor, Four tenure track positions. One position will have a start date of January 1, 1997 and three positions will have start dates of July 1, 1997. These positions are subject to funding. Maximum requirements are an earned doctorate, a strong clinical background and focus, and teaching experience in a university. Evidence of a developing research and publication program is required. Collaborative and interdisciplinary experience would be assets. There is a possibility that one of these positions may be based in Victoria or the Lower Mainland. Salary will be commensurate with experience. Applications should be received by October 15, 1996. Applications should be accompanied by a curriculum vitae and the names of three references. Applications should be addressed to: Dr. Janet Storch, Director, School of Nursing, University of Victoria, 1800 St. James Street, Vancouver, B.C. V8W 2Y2. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities and aboriginal peoples.

MICROBIOLOGY & IMMUNOLOGY

UNIVERSITY OF ALBERTA — The Department of Medical Microbiology and Immunology, University of Alberta, invites applications for a Research Associate position to work on Molecular Immunology and Infectious Diseases at a salary of \$32,000/year. The candidate must have a PhD degree and more than two years of research experience studying T-cell function, epitope mapping and TCR analysis. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send curriculum vitae and names of three references by September 30, 1996, to: Dr. Lung H. Chang, Department of Medical Microbiology and Immunology, University of Alberta, 618 HMR, Edmonton, AB T6G 2G2. The University of Alberta is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and persons with disabilities.

NEPHROLOGY

DALHOUSIE UNIVERSITY — The Division of Nephrology, Department of Medicine, Dalhousie University seeks applications for a full-time academic nephrologist. The applicant will be expected to take a major role in the end stage renal failure care program, general consultative nephrology and in acute and chronic renal transplant management. Teaching of residents in internal medicine and nephrology, undergraduate teaching and involvement in the undergraduate medical curriculum is expected. An interest in clinically based research, clinical trials and/or quality assurance health care services research would be an asset. Salary will be determined based on the qualifications and experience of the applicant. Candidates must be certified in Internal Medicine by the Royal College of Physicians and Surgeons of Canada or equivalent, and have a Certificate of Special Competence in Nephrology. Have the pending of the September 1996 examination sitting. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

and permanent residents. Dalhousie University is an employment equity/affirmative action employer. The University encourages applications from qualified women, aboriginal peoples, racial minorities and persons with disabilities. Application deadline will be 30 days after appearance of the advertisement. Send curriculum vitae and names of three references to: Dr. J. Hirsch, Head, Division of Nephrology, Dalhousie University, Room 5073, Dudson Building, Victoria General Hospital Site, Queen Elizabeth II Health Sciences Centre, Halifax, N.S. B3H 2Y9. Tel: (902) 428-4211, Fax: (902) 428-2875.

NURSING

THE UNIVERSITY OF VICTORIA — The School of Nursing offers a baccalaureate program, both generic and post-RN, in collaboration with colleges and university-colleges in British Columbia. This innovative curriculum prepares nurses to work with individuals, families, groups and communities in a variety of settings guided by a health promotion perspective. The program is available through both distance and on-campus formats. The School of Nursing seeks a partner in a multidisciplinary Master's program that prepares graduates to contribute to policy and practice in health and human services. By meeting certain criteria, nurses enrolled in this program are able to earn a Master's in Nursing. The School is also planning a Masters of Nursing that will be offered via distance education. Applicants are invited for the following positions: Assistant Associate Professor, Four tenure track positions. One position will have a start date of January 1, 1997 and three positions will have start dates of July 1, 1997. These positions are subject to funding. Maximum requirements are an earned doctorate, a strong clinical background and focus, and teaching experience in a university. Evidence of a developing research and publication program is required. Collaborative and interdisciplinary experience would be assets. There is a possibility that one of these positions may be based in Victoria or the Lower Mainland. Salary will be commensurate with experience. Applications should be received by October 15, 1996. Applications should be accompanied by a curriculum vitae and the names of three references. Applications should be addressed to: Dr. Janet Storch, Director, School of Nursing, University of Victoria, 1800 St. James Street, Vancouver, B.C. V8W 2Y2. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities and aboriginal peoples.

UNIVERSITY OF NEW BRUNSWICK, Saint John Campus of the University of New Brunswick, admitted its first students to a Baccalaureate

(Basic) Nursing Degree Program, collaborated with the Faculty of Nursing at UNB Fredericton to form a new MN Program and continued its decade-long involvement in the BURN Program. The number of Nursing faculty positions doubled and will continue to grow considerably over the next 3 years. If you find the challenges associated with these Nursing initiatives exciting, the Department of Nursing at UNBS is anxious to hear from you. Current Opportunities: Applications are invited for a full-time probationary tenure track position in Nursing. The person responsible for the program with the position will be curricular development and teaching in the first and second years of a BN (Basic) Program. Expertise in primary prevention, community development and prior work with adolescents and young adults would be an asset in view of the particular courses to be developed for the program. Opportunities to teach in the MN Program and in distance education are also available. An established research program with particular expertise in quantitative methods will be advantageous. A PhD is required; at least one graduate degree must be in Nursing. Preference will be given to candidates with prior university teaching experience. The appointment, subject to final budgetary approval, will commence on December 1, 1996. Applicants: Send a curriculum vitae and the names of three references no later than October 10, 1996 to Dr. C.K. Tompkins, Dean of Science, Applied Science & Engineering, The University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity. Future Opportunities: As subsequent years of the BN (Basic) program unfold, additional tenure track positions will become available. Those positions are anticipated to begin in July, 1997 and July 1, 1998. If you are a graduate of a nursing program or are seeking a new academic appointment, we welcome inquiries about future positions.

OCCUPATIONAL THERAPY

THE UNIVERSITY OF WESTERN ONTARIO — The Department of Occupational Therapy at the University of Western Ontario invites applications for a Tenure-Stream position at the Assistant Professor level. We are seeking individuals with a strong research background and special interest and expertise in one or more of the following areas: Occupation, Person-environment-occupation interaction, and Occupational enablement. Candidates must be Occupational Therapists, qualified to the doctoral level or equivalent, and have a PhD or be seeking a new academic appointment, we welcome inquiries about future positions.

THE FRANCIS WINSPEAR CHAIR IN PUBLIC POLICY

The Faculty of Business is seeking applicants to the University of Victoria's Winspear Chair in Public Policy for a one-year term with the possibility of an extension. The earliest starting date for this endowed chair is July 1, 1997 and it will be available until June 30, 2002.

The Faculty is seeking a senior and renowned scholar who can provide a lineage/accounting focus to one of its selected areas of concentration. These areas are Entrepreneurship, International Business and Tourism/Hospitality Management. The successful candidate is expected to initiate a research program with faculty members and to teach one senior level seminar during their year at the University of Victoria.

Compensation will be commensurate with experience and qualifications. Application, curriculum vitae, and three letters of reference should be sent to:

Peter E. Murphy
Aciling Dean
Faculty of Business
University of Victoria
P.O. Box 3015
Victoria, B.C. V8W 3P1

Applicants should include a statement outlining their specific skills, interests and experiences which would uniquely qualify them for the Winspear Chair. The deadline for receipt of application is November 1, 1996.

The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples.



Ontario Institute for Studies in Education of the University of Toronto (OISE/UT)

Applications are invited for a tenure-stream position full Adult Education in OISE/UT's Department of Adult Education, Community Development, and Counselling Psychology. Preferred candidates will possess a doctoral degree, have a proven record of scholarly publication, and experience in teaching relevant to adult education.

The successful candidate must be well-grounded in the theory, investigation and practice of one or more of the following areas of interest: adult learning and teaching, teacher education and teacher development, and schools and teaching.

Responsibilities of the position include research, teaching at the graduate and preservice teacher education levels, and supervision of master's and doctoral theses.

Rank and salary will be commensurate with qualifications and experience. Appointments will commence on July 1, 1997 or earlier.

Applications must include full curriculum vitae and the names and addresses of three or more referees. Applications should be submitted by October 31, 1996 to Professor Michael Fullan, Dean, OISE/UT, 252 Bloor St. W., Toronto, Ontario, M5S 1V6. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Queen's University at Kingston Program Director Aboriginal Teacher Education

Applications are invited for the position of Director of the Queen's Aboriginal Teacher Education Program. The Director will provide leadership in the continued development and implementation of programs designed and approved by a Steering Committee made up of Ontario Aboriginal representatives and personnel from Queen's University.

Qualifications: Doctorate in education or related area. Experience in community-based Aboriginal education, strong cross-cultural communication and administrative skills. Aboriginal language an asset.

This is a tenure-track position, rank to be determined on the basis of qualifications and experience. Starting date is July 1, 1997.

Duties: Coordination of program development for two models — community and campus based; direction of curriculum development; direction of program implementation; policy development; administration, personnel and funding responsibilities; academic and teaching duties. The Director will be responsible to the Dean of Education, Queen's University, and to the Aboriginal Education Council representing the Ontario Aboriginal community and the university.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity program and encourages applications from all qualified candidates, including women, Aboriginal peoples, people with disabilities, and visible minorities.

Send applications, with curriculum vitae and names of three referees, to:

Professor Rena Uptis
Dean, Faculty of Education
Queen's University
Kingston, Ontario K7L 3N6

Closing Date: October 31, 1996.

Ontario Institute for Studies in Education of the University of Toronto (OISE/UT)

Applications are invited for three tenure-stream positions in OISE/UT's Department of Curriculum, Teaching and Learning:

- Elementary Education
- Environmental Education/Geography
- Mathematics, Science and Technology

Preferred candidates for each will possess a doctoral degree, relevant field-based experience, knowledge about the education of teachers and a proven record of scholarly publication.

Responsibilities of the position include teaching at the graduate and preservice teacher education levels, thesis and practicum supervision, research and field development.

Rank and salary will be commensurate with qualifications and experience. Appointments will commence on July 1, 1997 or earlier.

Applications must include full curriculum vitae and the names and addresses of three or more referees. Applications should be submitted by October 31, 1996 to Professor Michael Fullan, Dean, OISE/UT, 252 Bloor St. W., Toronto, Ontario, M5S 1V6. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Assistant Professor Aging and Economics or Aging and Geography

The University of Victoria invites applications for a tenure-track position at the rank of Assistant Professor, beginning July 1, 1997 subject to budget. The individual will hold a joint appointment in the Centre on Aging and either the Department of Economics or the Department of Geography. The Centre on Aging is a multidisciplinary research centre that promotes and conducts applied and basic research in the social and behavioral sciences, health care and social service areas throughout the latter part of the lifespan. Applicants should have a PhD, or be very close to completion, in either geography or economics, general expertise and research interests in the area of health/well-being and aging and show definite promise of excellence in research and teaching. Examples of relevant areas of interest include health and performance, health care delivery, social policy research, cost-benefit studies.

Candidates should send a letter of application, curriculum vitae, graduate transcript, representative publications, and three letters of reference to:

Neena L. Chappell, Ph.D., Director
Centre on Aging, University of Victoria
2nd Floor, McPherson Library Building
P.O. Box 1760 STA COMMERCE
Victoria BC V8W 2Y2 CANADA

DEADLINE FOR APPLICATION IS NOVEMBER 29, 1996

In accordance with Canadian immigration requirements priority will be given to Canadian citizens or permanent residents of Canada. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities and aboriginal peoples.



ANNONCES CLASSEES

given to candidates who have a strong record of relevant research, a proven ability to teach at both the graduate and undergraduate levels, as well as experience in supervision of graduate students. The Department is progressive, with a strong commitment to the development of occupational therapy as an academic discipline. We provide teaching opportunities both at the graduate and undergraduate level and access to excellent clinical and community facilities to support the development of your research and scholarly activity. Please send your curriculum vitae, supporting documents and the names of three referees to: Dr. Helen J. Bland, Chair, Department of Occupational Therapy, Faculty of Applied Health Sciences, Eglon College, The University of Western Ontario, London, Ontario N6G 1H1. All applications should be received by October 30, 1996. Late applications may be accepted if suitable candidates have not been found. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal peoples, and persons with disabilities. Preference will be given to qualified Canadian citizens or permanent residents of Canada. All positions are subject to budget approval.

OPHTHALMOLOGY

UNIVERSITY OF ALBERTA - Electrophysiology. The Department of Ophthalmology, Faculty of Medicine and Oral Health Sciences, University of Alberta is actively seeking an electrophysiology at the Assistant Professor level in a tenure-track position. The responsibilities of the position would include being responsible for visual function studies and supervising the work of technicians in performing electroretinography, electro-oculography, visual evoked responses, dark adaptation, and other tests of retinal and optic nerve function. The Department expects that the candidate will establish a research program in visual physiology and interact with a well established group of ophthalmologists. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The position is available immediately. Candidates should send their Curriculum Vitae by September 30, 1996, indicating their clinical and research interests, along with the names of three referees to: Dr. Ian MacDonald, Chair, Department of Ophthalmology, University of Alberta, 102NB Kingsway Avenue, Room 215, Edmonton, Alberta T5N 1Z9. Phone: (403) 497-4924. The University of Alberta is committed

to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

ORGANIZATIONAL ANALYSIS

UNIVERSITY OF ALBERTA - The Department of Organizational Analysis, Faculty of Business, University of Alberta, invites applications for a full-time tenure-track position at the rank of Assistant Professor in the area of Organizational Management. Applicants with experience and/or a demonstrated interest in the area of Organizational Management, Applicants with experience and/or a demonstrated interest in either the management of knowledge-based organizations or of high technology organizations would be particularly welcome. The position is subject to budgetary approval. A PhD is required of the candidate should be at the completion stage of his/her degree. The salary range for Assistant Professor at the University of Alberta is \$33,230 to \$55,576. The Business Faculty is able to offer competitive salaries through market supplements. Appointments are normally effective July 1, although January 1, 1998 would be considered. The competition closes October 31, 1996. Send resume and references to: Dr. Ian MacDonald, Chair, Department of Organizational Analysis, University of Alberta, Edmonton, Alberta T6G 2G6 or by fax to (403) 493-7971. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities and members of visible minorities.

PEDIATRICS

UNIVERSITY OF WESTERN ONTARIO - Chair, Department of Pediatrics. The Department of Pediatrics is responsible for undergraduate and postgraduate teaching and supervision of research fellows. The Department consists of 37 geographic full-time faculty including 4 MD/PhD and 5 PhD members and 28 part-time clinicians. The Department of Pediatrics is split at several locations including the University Hospital, St. Joseph's Hospital, The Child Parent Resource Institute located at the Children's Hospital of Western Ontario, the Thames Valley Children's Centre, St. Joseph's Hospital and the Lawson Research Institute. Major opportunities currently exist to enhance the academic stature

of the department. Candidates should have demonstrated academic leadership, an established record of research, and sound clinical and management skills. Eligibility for Canadian Certification and an Ontario license to practice is required. Please send application with curriculum vitae and the names and addresses of three persons prepared to provide a reference to: Ms. L. Taylor, Secretary, Professional Affairs - Faculty of Medicine, Room 114, Health Sciences Centre, The University of Western Ontario, London, Ontario, Canada N6A 5C1. The deadline for submission of applications is September 30, 1996. Positions are subject to budgetary approval and Canadian Immigration requirements. This advertisement is directed to Canadian citizens and permanent residents. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal peoples, and persons with disabilities.

PHILOSOPHY

UNIVERSITY OF BRITISH COLUMBIA - Chair In Business Ethics. The Centre for Applied Ethics and the Faculty of Commerce invite applications for a newly created Chair in Business Ethics. Rank, salary and tenure are open and the starting date is flexible. This is a tenure track appointment and will require regular teaching and research in the Faculty of Commerce along with the research appointment in the Centre. Candidates should have a PhD in Philosophy in such areas as philosophy and economics, ethics, applied ethics, or political philosophy, and a strong commitment to business ethics research. New or recent PhDs are welcome to apply, as are more senior scholars. It is expected that the successful candidate will integrate teaching and research in the context of the Centre, the Faculty of Commerce and the business community through and applications, including names and addresses of three referees and a curriculum vitae, should be sent to: Michael McDonald, Centre for Applied Ethics. The position may be advertised upon a suitable candidate is not found. USC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Centre for Applied Ethics, UBC, 227 - 8356 Agricultural Road, Vancouver, B.C. V6T 1Z2 Canada. Phone: (604) 822-5153; Fax: (604) 822-6822; Email: centeth@unix.ubc.ca.

UNIVERSITY OF TORONTO - Medieval Philosophy. Re-issued. The Department of Philosophy, University of Toronto, invites applications for a tenure-track position at the rank of Assistant Professor, to begin July 1997. PhD and evidence of excellent teaching record. Area of specialization: medieval philosophy. Duties will include research and teaching in area of specialization. Salary commensurate with qualifications. Applications, including a complete dossier, a writing sample, and at least three letters of reference, should be sent to: Dr. Charles Desautels, Department of Philosophy, University of Toronto, Toronto, Ontario M5S 1A1. Closing date for applications: 15 November 1996. In accordance with Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples, and persons with disabilities.

PHYSICS

UNIVERSITY OF ALBERTA - Department of Physics. Postdoctoral Fellow/Research Associate. The Space Physics Group in the Department of Physics is seeking a minimum of two Postdoctoral Fellow or Research Associates with strong back-

grounds in magnetospheric or ionospheric physics. One position will involve analysis and interpretation of SuperDARN radar data while the other will emphasize the analysis and interpretation of CANOPUS ground based array data. We also expect a third opening in the area of computational space plasma physics, subject to funding. Applicants should have had experience in computing and in database management. Some background in working with satellite data would be an asset. Special scientific projects will likely be carried out as part of the STP Program. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send a letter and Curriculum Vitae together with the names and addresses of three referees on or before September 30, 1996, to: Dr. John Simson (SuperDARN) or Dr. G. Rostoker (CANOPUS), Department of Physics, University of Alberta, Edmonton, Alberta T6G 2G1; e-mail: simson@uc.ualberta.ca, rostoker@space.ualberta.ca. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

QUEEN'S UNIVERSITY - Engineering Physics. Queen's University invites applications for a tenure track position at the Assistant Professor level. The appointment, which is subject to budgetary approval, is effective July 1, 1997, has a preferred starting date of 1 January 1997. Appropriate industrial and teaching experience is desirable. Applicants must have a PhD or equivalent experience, and must hold, or be eligible for, professional engineering registration in Canada. The successful candidate will be responsible for teaching and supervising students in the Engineering Physics Program and to establish a strong research and graduate student program with links to industry. The appointee will also be expected to participate in department academic and administrative work. The salary offered will be commensurate with qualifications and experience. The gross selection criteria will be the quality of the candidate but we anticipate that the successful candidate will pursue an area of research which will complement the existing strengths of the department. At the present time engineering physics research in the department includes the development of non-destructive inspection techniques and materials research and materials research where ceramic, thin film and ferroelectric devices are prepared and characterized for application. Other research carried out in the department includes studies of polymers, surface and interface physics, neutron scattering, studies of the electronic structure of materials, radio and optical observational astronomy and neutrino physics at the Sudbury Neutrino Observatory. Additional information about the department and the position is available on the World Wide Web at: <http://www.queensu.ca>. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity programme and encourages applications from all qualified women and men, including women, aboriginal peoples, persons with disabilities and visible minorities. Please submit a detailed curriculum vitae, a statement of research and teaching interests, and the names of three referees by 15 October 1996 to: Dr. James R. Leslie, Head, Department of Physics, Queen's University, Kingston, Ontario, Canada K7L 3N6. Tel: (613) 545-2706; Fax: (613) 545-6463; e-mail: joles@queensu.ca.

UNIVERSITY OF TORONTO - The Department of Physics Science and the Peace & Conflict Studies Program at the University of Toronto

invite applications for a tenure track position in the field of Peace and Conflict Studies. The position will be at the rank of Assistant Professor beginning July 1997. Applicants should have an active research interest in some aspect of the causes or resolution of international, civil or ethnic conflict. Applicants should also have a PhD or be completing a PhD and have a strong record of teaching. Teaching responsibilities will be at the graduate and undergraduate levels. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities. Applicants should send 3 referees to send letters of recommendation under separate cover to the address below. Applicants should send a current curriculum vitae to: Professor Robert O. Matthews, Chair, Department of Political Science, University of Toronto, 100 St. George Street, Toronto, Ontario M5S 3G3 Canada. Deadline: November 1, 1996.

PSYCHIATRY

UNIVERSITY OF ALBERTA - Psychiatry. Applications are invited for a academic position in clinical psychopharmacology in the Psychopharmacology Research Unit, Department of Psychiatry, University of Alberta, Edmonton. The successful candidate will have a proven academic background in psychiatric disorders and will be expected to contribute to the research and teaching in the Department. Applicants should have a PhD or equivalent experience, and must hold, or be eligible for, professional engineering registration in Canada. The successful candidate will be responsible for teaching and supervising students in the Engineering Physics Program and to establish a strong research and graduate student program with links to industry. The appointee will also be expected to participate in department academic and administrative work. The salary offered will be commensurate with qualifications and experience. The gross selection criteria will be the quality of the candidate but we anticipate that the successful candidate will pursue an area of research which will complement the existing strengths of the department. At the present time engineering physics research in the department includes the development of non-destructive inspection techniques and materials research and materials research where ceramic, thin film and ferroelectric devices are prepared and characterized for application. Other research carried out in the department includes studies of polymers, surface and interface physics, neutron scattering, studies of the electronic structure of materials, radio and optical observational astronomy and neutrino physics at the Sudbury Neutrino Observatory. Additional information about the department and the position is available on the World Wide Web at: <http://www.queensu.ca>. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity programme and encourages applications from all qualified women and men, including women, aboriginal peoples, persons with disabilities and visible minorities. Please submit a detailed curriculum vitae, a statement of research and teaching interests, and the names of three referees by 15 October 1996 to: Dr. James R. Leslie, Head, Department of Physics, Queen's University, Kingston, Ontario, Canada K7L 3N6. Tel: (613) 545-2706; Fax: (613) 545-6463; e-mail: joles@queensu.ca.



Canada T6G 2G1. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

PSYCHOLOGY

UNIVERSITY OF ALBERTA - The Department of Psychology. Faculty members at the University of Alberta, is seeking to expand its development in the Cognitive Neuroscience. A tenure-track position in Cognitive Neuroscience at the assistant professor level will be open to competition (salary range \$33,230-\$55,576). The appointment will be effective July 1, 1997. Candidates should have a strong interest in neuroscience with demonstrated excellence and ongoing research programs. The expectation is that the successful candidate will secure NSERC, MRC, or equivalent funding, bring decisions will be made on the basis of demonstrated research capability, teaching ability, and the potential for interactions with colleagues. Applicants should have an expertise in any of the following or related areas: perception, language, neural plasticity, development and aging, attention, motor control, emotion, or memory. The applicant should send a curriculum vitae, a statement of current and future research plans, recent publications, and arrange to have at least three letters of reference, forwarded to the Chair of the Cognitive Neuroscience Search Committee, Department of Psychology, P220 Biological Sciences Building, University of Alberta, Edmonton, Alberta, Canada, T6G 2G6. Applications for the competition should be received by November 1, 1996. PhD must be completed by July 1, 1997. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

DAVISON UNIVERSITY - The Department of Psychology at Dalhousie University is seeking a psychologist for a tenure track Assistant Professor position devoted to the study of the experimental and clinical model. Candidates must have a PhD in Clinical Psychology and must have demon-

**University of Alberta
Edmonton**

Dean, Faculty of Law

The University of Alberta invites applications and nominations for the position of Dean of the Faculty of Law.

The University of Alberta has a clear vision: to be indisputably recognized, nationally and internationally, as one of Canada's finest universities. The University plays an integral role in the educational, business and cultural life of Alberta through the impact of its integrated mandate of teaching, research and community service. In excess of 45,000 courses are offered in 16 faculties at the University of Alberta where more than 29,000 students are enrolled.

The Faculty of Law offers a program leading to the degree of Bachelor of Laws which is designed to provide students with an understanding of the fundamental principles of law, the structure and content of the legal systems of Alberta and Canada, and the history and philosophy of law; to qualify students for the practice of law in Alberta or any other common law jurisdiction in Canada; and to train students in the legal aspects of business and government administration. The objective of the Faculty has been to encourage rigorous analysis in the study of law as a scholarly discipline. In addition to the LLB Degree, the Faculty also offers a Post-graduate Diploma in Law, and a combined MBA-LLB Degree and Master of Laws Degree. Current undergraduate enrolment is approximately 500 students and 12 graduate students. The faculty has 25 full-time faculty members.

The Dean is responsible to the Vice-President (Academic) for the supervision and administration of the academic program, budget, and all activities of the Faculty. Candidates should have a demonstrated capacity for collegial leadership, strong academic qualities, proven administrative ability and be committed to excellence in teaching and research. The Dean will also be capable of developing a warm relationship with the alumni. The appointment will take effect July 1, 1997 or as soon thereafter as possible. Written nominations or applications, accompanied in the latter case by a resume of qualifications and experience, and the names of three referees, should be submitted by December 15, 1996 to:

Dr. D.R. Owrain
Vice-President (Academic)
Third Floor University Hall
University of Alberta
Edmonton, Alberta, Canada T6G 2J9

The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.



ACADEMIC NEUROLOGIST

The Department of Internal Medicine, Faculty of Medicine, University of Manitoba, and St. Boniface General Hospital, an affiliated teaching hospital, are seeking a neurologist. This will be a geographically full-time, contingent position at the rank of Assistant Professor.

The candidate must have demonstrated both clinical and research interest in stroke and related cerebrovascular diseases. This position will have dedicated research funding supported by a fellowship from the Heart and Stroke Foundation of Manitoba and the St. Boniface General Hospital Research Foundation.

The candidate must have senior specialty qualifications in Neurology in the country of current practice and be eligible for registration with the College of Physicians and Surgeons of Manitoba. Certification in Neurology by the Royal College of Physicians and Surgeons of Canada is preferred.

The chosen individual will be responsible for the development of stroke-related research at the Centre of Health Research for the Elderly at St. Boniface General Hospital and the University of Manitoba. The University of Manitoba has academic and clinical departments in Neurology, Neurosurgery, Neuropathology and Neurophysiology. This position also will have a collaborative relationship with the research scientists interested in stroke-related diseases at the National Research Council's Centre for Biodynamics.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. The University offers a smoke free work environment, save for specially designated areas. This advertisement is directed to Canadian citizens and permanent residents.

Applications should be accompanied by a curriculum vitae, a list of publications, an outline of areas of research interest, and the names of three referees to: Dr. L.E. Nicolle, H.E. Sellers Professor and Head, Department of Internal Medicine, GC 430, Health Sciences Centre, 820 St. Boniface Street, Winnipeg, Manitoba, R3A 1R9. Closing date is September 30, 1996.

Ontario Institute for Studies in Education of the University of Toronto (OISE/UT)

Applications are invited for a tenure-track position in Educational Administration in OISE/UT's Department of Theory and Policy Studies in Education. Preferred candidates will possess a doctoral degree and a proven record of scholarly publication.

Areas of expertise should include at least one of the following areas: educational leadership and organizational change, educational human resource development, and educational policy systems.

Responsibilities of the position include teaching at the graduate and preservice teacher education levels, research, field development and supervision of theses and research papers at the master's and doctoral levels.

Rank and salary will be commensurate with qualifications and experience. Appointments will commence on July 1, 1997 or earlier.

Applications must include full curriculum vitae and the names and addresses of three or more referees. Applications should be submitted by October 31, 1996 to Professor Michael Pullan, Dean, OISE/UT, 252 Bloor St. W., Toronto, Ontario, M5S 1V6. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

ACADEMIC VACANCIES Faculty of Social Work

The Faculty of Social Work at The University of Calgary invites applications for four faculty positions. Candidates must possess a doctorate degree in Social Work (or near completion), referred scholarly publications, direct social work practice experience and social work university-related teaching experience.

The Faculty has programs at the Bachelor of Social Work, Master of Social Work and PhD levels. The undergraduate program is also offered off-campus in Edmonton and Lethbridge, and there is a commitment to further explore distance education. Specialized knowledge in aboriginal social work, mental health, health/rehabilitation, substance abuse, and practice with culturally diverse groups will be assets in these positions.

Rank and salary will be primarily at the assistant professor level. However, where qualifications and previous full-time academic experience warrant, consideration will be given at the rank of associate professor or professor.

In accordance with Canadian immigration requirements priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity. Aboriginals with appropriate qualifications are encouraged to apply. The University offers a Dual Career Employment Assistance workshop for spouses. This competition will remain open until qualified applicants have been chosen. However, recruitment activities commence August 1, 1996, with appointment dates to coincide with the beginning of either the academic fall or winter sessions.

Please send a letter of application, a curriculum vitae, and the names and addresses of three referees, to:

Dr. Ray Thomlinson, Dean
Faculty of Social Work
The University of Calgary
Calgary, Alberta
Tel: (403) 220-5945
Fax: (403) 289-8969



www.ucalgary.ca

CLASSIFIEDS

strated ability in research in clinical psychology. Preference may be given to candidates with special expertise in child clinical or developmental psychology but all qualified candidates are encouraged to apply. Our Program is a co-operative program with Acadia, Saint Mary's, and Mount Saint Vincent Universities. We have excellent clinical and research relations with teaching hospitals and with other academic units. Please send a curriculum vitae, recent publications, and have three letters of reference sent by November 30, 1996 to Dr. Patrick McGrath, Department of Psychology, Dalhousie University, Halifax, NS, Canada B3H 4J1. Phone: (902) 494-1580, fax: (902) 494-6383; e-mail: Patrick.McGrath@dal.ca. Dalhousie University is an Equal Opportunity/Affirmative Action Employer. The University encourages applications from qualified women, Aboriginal people, racially visible people and persons with a disability. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents.

WILFRID LAURIER UNIVERSITY — The Psychology Department at Wilfrid Laurier University integrates hiring for three faculty positions, pending budgetary approval. All positions begin July 1, 1997. One tenure-track position

will be in the area of Community Psychology, with a focus on the psychology of women, women's issues, and community mental health. A second tenure-track position will be in the area of abnormal, clinical, and/or personality. A third position is a 1-year limited term appointment in the area of social and/or developmental. One position may be filled by a candidate with an interest in cultural diversity. In addition, one of the successful applicants may have skills in structural equation modeling. All successful applicants will have a PhD, a commitment to quality teaching, and a strong and active program of research. Applications should be received no later than Dec. 1, 1996. Applicants should send a curriculum vitae, copies of recent publications, a statement of teaching and research interests, and three letters of reference to Dr. Keith Horlick, Chair, Department of Psychology, Wilfrid Laurier University, Waterloo, Ontario, Canada N2L 3C5 (e-mail: khorlick@uwaterloo.ca). This advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity and invites applications from women, visible minorities, Aboriginal people, and persons with disabilities.

UNIVERSITY OF WATERLOO — The Department of Psychology at the University of

Waterloo anticipates two tenure-track positions in Clinical Psychology, beginning July 1, 1997. The preference is for appointments at the level of assistant professor, but applications at the associate level will be considered. Responsibilities include graduate and undergraduate teaching, a sustained research program, and graduate research and clinical supervision. A PhD from an approved doctoral program in clinical psychology, a Boulder model orientation, and eligibility for Professional registration are required. Applicants should submit a vita, samples of scholarly work, and arrange to have three letters of recommendation sent directly to Dr. Michael Ross, Chair, Department of Psychology, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. The application deadline is November 1, 1996. These appointments are subject to the availability of funds. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities.

UNIVERSITY OF WATERLOO — The Department of Psychology at the University of Waterloo anticipates a tenure-track opening beginning Sept. 1, 1997 at the level of assistant professor in 1 or more of the following areas: Child Development, Educational, Industrial/Organizational, and Quantitative Methods. A PhD is required. Responsibilities include teaching at the graduate and undergraduate levels and development of a sustained research program. For more details on the requirements for each area, see our "Opportunities for Academic Employment in UW Psychology" WWW page (<http://uwaterloo.ca/psychology/positions.html>). Applicants should submit a cover letter, vita, and samples of scholarly work, and should arrange to have at least three letters of recommendation sent directly to Michael Ross, Chair, Department of Psychology, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Consideration of applicants will begin November 15, 1996. Appointments are subject to the availability of funds. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WATERLOO — Psychology. Applications are being accepted for a tenure-track position at the Assistant Professor level in Social Psychology. A PhD is required and responsibilities include teaching at the graduate and undergraduate levels, development of a sustained research program, and supervision of student research. Send application, curriculum vitae, samples of scholarly work, and three letters of recommendation to Michael Ross, Chair, Department of Psychology, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. The application deadline is Nov. 15, 1996; the starting date is

Sept. 1, 1997. The appointment is subject to the availability of funds. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities.

REHABILITATION SCIENCES

THE UNIVERSITY OF BRITISH COLUMBIA — School of Rehabilitation Sciences. Research Associate — Arthur's Rehabilitation. The School of Rehabilitation Sciences is looking for a Research Associate for a two-year term. The School's interests include an emphasis on the cost-effectiveness or cost-benefit of interventions designed for people with arthritis. Interventions of interest include those provided by rehabilitation professionals and non-medical service providers, at home, at a clinic or an inpatient setting. Our research agenda is directed at determining critical aspects of cost (e.g., health services utilization), effectiveness (e.g., change in disability functional level), and societal or personal benefit (e.g., loss of dependence on social programs or work disability pension). Examples of valued research projects include those related to measurement of health-related quality of life outcomes, such as living with chronic illness, and the physiological and psychological outcomes of community-based exercise programs. Candidates should have a PhD in either Physical Therapy, Occupational Therapy or a related health discipline and must be able to contribute, in a significant manner, to the design and development of outcome measures and/or the evaluation of the effectiveness of interventions as mentioned above. Research experience of two to four years at the post-doctoral level in a related arthritis research environment is preferred. Salary, plus a research allowance, will be commensurate with experience and qualifications and is subject to local budgetary approval. Please send a curriculum vitae and three letters of reference to Dr. Angelo N. Belcastro, Director, School of Rehabilitation Sciences, 1235 - 2211 Westbrook Mall, Vancouver, British Columbia V6T 2B5. The closing date for applications is August 31, 1996. For more information regarding this position you may contact Dr. Belcastro by telephone at (604) 822-7414, by fax at (604) 822-7621 or e-mail to belcastro@ubc.ca. The University of British Columbia welcomes all qualified applicants, especially women, Aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

RENEWABLE RESOURCES

UNIVERSITY OF ALBERTA — Conservation Biologist. The Department of Renewable Resources is seeking a tenure-track position in the Faculty of Agriculture, Forestry and Home Economics, University of Alberta, invites applications for an Assistant Professor level position in Conservation Biology. Qualifications are a PhD in Conservation Biology or a related discipline, specializing in the protection, conservation

and applied stewardship of wildland environments, critical habitats and wildlife species and communities, particularly those that are threatened or declining. The successful applicant will be expected to offer courses in the BSc (Environmental and Conservation Sciences) program and in the MSc and PhD programs in appropriate areas related to the applicant's qualifications. It is expected the successful candidate will develop a strong independent research and graduate student program in applied ecology and related areas and that this will result in development of strong ties to NGOs, industry and government. Position available immediately. The Assistant Professor salary range is \$39,225 to \$55,576. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. A letter of application, outlining research and teaching interests, curriculum vitae, a teaching dossier and names of three referees should be sent to the Chair, Department of Renewable Resources, University of Alberta, Edmonton, Alberta T6G 2H1 by September 30, 1996. Additional information about the Renewable Resources Department and the Environmental and Conservation Sciences program is available from the Department web page at <http://www.ualberta.ca/>. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal people, persons with disabilities, and members of visible minorities.

RHEUMATIC DISEASES

UNIVERSITY OF MANITOBA — The Rheumatic Diseases Unit Research Laboratory, Department of Internal Medicine, Faculty of Medicine, 8

CAUT ACPPU

PUBLISHER'S STATEMENT DECLARATION DE L'ÉDITEUR

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, sex, sexual orientation, marital status, family status, ethnicity, handicap, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the Bulletin are open to both men and women. Advertisements using gender specific language will not be accepted except when the language has been mandated by Human Rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the Bulletin with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of \$200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, Aboriginal people, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT Bulletin may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the Bulletin accepts advertisements in those positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verification of information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1010 - 14th St. NW, Washington, DC 20005; Tel: 202-737-5900; Fax: (202) 737-5900.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignements qui restreignent les candidats en raison de la race, de l'origine raciale, de la religion, de la couleur, de l'âge, d'état civil, de situation familiale, ethnique, d'handicap, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPU s'attend à ce que tous les postes annoncés dans le Bulletin soient offerts aux hommes et aux femmes. Les annonces utilisant un langage sexiste ne seront pas acceptées à moins que la loi ou les droits de la personne ne le permettent. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédaction du Bulletin une déclaration en ce sens.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et qui veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'un montant de 200 000 \$ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. À cette fin, on pourra demander aux candidatures à certains postes annoncés dans le Bulletin de l'ACPU de fournir des renseignements à caractère confidentiel.

Le Bulletin accepte des offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1010 St. NW, Washington, DC 20005; Tel: (202) 737-5900.

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ANNONCES CLASSÉES

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SLAVIC LINGUISTICS

UNIVERSITY OF TORONTO — Slavic Linguistics. 1. Tenure stream position at the rank of Assistant Professor to teach Slavic Linguistics. Subject to budgetary approval and to the teaching experience required; North American graduate teaching experience desirable. Ability to teach Old Church Slavonic and History of the Russian language, a secondary interest. Slavic linguistic ability to teach Russian language from elementary to advanced levels. 3. The candidate should have a research and/or teaching record sufficient to merit immediate appointment to graduate teaching. 4. Salary: Commensurate with experience and qualifications. 5. Applications, including curriculum vitae, the names and addresses of three referees should be sent to: Professor K.A. Lante, Chairman, Department of Slavic Languages and Literatures, University of Toronto, Toronto, Ontario M5S 1A1. 6. July 1, 1997. 7. December 1, 1996. In accordance with the University's policy on the recruitment of women and men, members of visible minorities, Aboriginal peoples and persons with disabilities.

SOCIAL WORK

UNIVERSITY OF REGINA — Faculty of Social Work. Applications are invited for a tenure track position. Candidates for the position will be interested in and be qualified to assume leadership roles in expanding and strengthening the Faculty's teaching, research and scholarship record. The successful candidate will engage graduate and undergraduate teaching and research of primary relevance to social work practice and human services development. Within the context of generalist practice, the candidate will be competent in two or more of the following areas: service delivery and organization (counseling, family and group work); poverty and welfare policy analysis; northern and rural studies; child abuse and child welfare; violence against women and family violence; physical, emotional and mental disabilities; Indian and Aboriginal studies; and, cross-cultural and multicultural practice. Along with other members of the Faculty, the successful candidate will work towards the further development of the decentralized social work education program, especially in forging the links between undergraduate and graduate studies and with the School of Human Justice, Saskatchewan Indian Federation of College and Gabriel Dumont Institute. Qualifications: Graduate degree in Social Work, PhD preferred. Social work practice and research experience. Appointment begins January 1, 1997 and the deadline for receipt of applications is September 30, 1996. Interested candidates may write for further details to: Sharon McKay, Dean, Faculty of Social Work, University of Regina, Regina, Saskatchewan S4S 0A2. Canada Telephone: (306) 585-4037; fax: (306) 585-4872. Note: The position is subject to budget approval. The University of Regina is committed to employment equity and welcomes applications from all qualified candidates.

dates. Canadian Aboriginal people, persons with disabilities, members of visible minorities and women are invited to identify themselves as members of these designated groups in their applications.

SOCIOLOGY

QUEEN'S UNIVERSITY — The Department of Sociology. Queen's University invites applications for a tenure-track appointment at the Assistant Professor level, focusing on the social/cultural aspects of communication and information technology (CIT) commencing July 1, 1997. Candidates should possess a Doctoral degree in Sociology. Salary will be commensurate with experience and qualifications. Duties include undergraduate and graduate teaching and supervision and conducting research in the CIT field with emphasis on globalization, cultural industries, the relationship between communication technology and contemporary culture, and telecommunication policy. A strong background in social theory as a requirement. The Department will admit its first cohort into the PhD program in the Fall of 1997; one of the concentrations in the PhD program is the sociology of communication and information technology. This is a re-admission of a previously advertised position. Applications, including curriculum vitae and names of three referees, should be sent to: Professor Eli Zurek, Chairperson, Appointments Committee, Department of Sociology, Queen's University, Kingston, Ontario K7L 3N6 Canada. The closing date for receipt of applications is Thursday, October 31, 1996. Queen's University has an employment equity programme, welcomes diversity in the workplace and encourages applications from all qualified candidates, including women, Aboriginal peoples, people with disabilities, and visible minorities. Further information about the Department and Web is available on the World Wide Web at <http://telnet.queensu.ca>.

SPANISH & ITALIAN

QUEEN'S UNIVERSITY Department of Spanish and Italian invites applications for a tenure-track position at the Assistant Professor level in the area of Spanish Golden Age literature, commencing July 1, 1997. Candidates must have completed a PhD in Spanish Language and Literature with a specialization and publications in the specified area. Salary will reflect qualifications and experience. Applicants should forward a copy of the curriculum vitae to Professor Peter A. Bly, Department of Spanish and Italian, Queen's University, Kingston, Ontario K7L 3N6. They should also ask three referees to forward their confidential recommendations to the same address. Queen's University has an Employment Equity programme and encourages applications from all qualified candidates, including women, Aboriginal peoples, people with disabilities, and visible minorities. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Deadline for receipt of applications is October 31, 1996.

STATISTICS & ACTUARIAL SCIENCE

UNIVERSITY OF WATERLOO — Statistics and Actuarial Sciences. Applications are invited for two tenure track positions in Statistics, one at the Assistant Professor level and one at the Associate Professor level. The successful candidate will have a PhD with research in statistics or probability. Department interests cover a wide range of topics in inference, statistical methods and theoretical statistical computing and applied areas such as biostatistics, industrial statistics and stochastic models in finance. Applicants must have proven ability in, or potential for research, and good teaching and communication skills. Duties include undergraduate and graduate teaching, and development of an independent research program. Salary commensurate with qualifications and experience. These appointments are subject to the availability of funds. Appointment effective July 1, 1997 or later. The closing date for applications is November 15, 1996. Please submit a curriculum vitae and arrange for three letters of reference to be sent to: Professor Mary E. Thompson, Chair, Department of Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario N2L 3G1 Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals including women, members of

visible minorities, native peoples, and persons with disabilities.

URBAN & REGIONAL PLANNING

UNIVERSITY OF WATERLOO — School of Urban and Regional Planning. Applications are invited for two faculty positions in one or a combination of social, administrative, and spatial or resource management aspects of planning. The candidates should be able to link theory with applied professional planning practice. The selected candidates will provide leadership through research and experience in policy and implementation aspects of planning and management of change, community analysis and development, land use and development, and community development communication. The candidates are expected to make a strong contribution to the School's PhD, Masters and Bachelor's programs, and scholarly research activity. Applicants should have a PhD in planning or related field, and be a member of or qualify for membership in the Canadian Institute of Planners. Appointment, rank, tenure, and salary will be commensurate with the candidate's qualifications and experience. The appointments will be effective July 1, 1997. Applicants must include a letter of application stating career objectives, approach to learning and teaching, and research goals. Applicants must include with the letter of application a current curriculum vitae and names (with contact information) of four referees. The first stage in the review of applicants will be based on the letter of application and CV. References will be contacted for those being considered in the second stage of review. Complete applications are due by October 1, 1996. Applications should be sent to: Dr. Ross T. Newkirk, Director, School of Urban and Regional Planning, Faculty of Environmental Studies, University of Waterloo, Waterloo, ON N2L 3G1. The School of Urban and Regional Planning is part of the Faculty of Environmental Studies that includes a School of Architecture, a Department of Environment and Resource Studies, and a Department of Geography. The successful candidates will be able to consult and participate broadly with colleagues in the Faculty and will have access to advanced computing and other research and teaching facilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

These positions are subject to the availability of funds.

VISUAL ARTS

UNIVERSITY OF REGINA — Department of Visual Arts. Pending budgetary approval, applications are invited for a one-and-a-half-year term appointment as Artist-in-Residence at the rank of Assistant Professor to commence January 1, 1997. The successful applicant will teach undergraduate and graduate studio courses in the area of Intermedia as well as other courses in the individual's area of expertise. Applicants should possess a MFA degree, teaching experience at the university level, an active exhibition record and a good command of contemporary issues. Please submit a letter of application together with a curriculum vitae, a copy of all university transcripts, 20 slides of current work, a slide list, and the names and addresses of three referees to: Dr. Michael Rushton, Dean, Faculty of Fine Arts, University of Regina, Regina, Saskatchewan S4S 0A2. The Search Committee will begin its deliberations on October 15, 1996. The University of Regina is committed to employment equity and welcomes applications from all qualified candidates. Canadian Aboriginal people, persons with disabilities, members of visible minorities and women are invited to identify themselves as members of these designated groups in their applications. In accordance with Canadian immigration regulations this advertisement is directed to Canadian citizens and permanent residents.

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CALL FOR PAPERS — October 25/26, 1996 CAGOTW 96 will meet at Trent University, Peterborough. All papers welcome, particularly from graduate students. Send title & abstract to Alan Branger, Geography, Trent U., Peterborough, ON K7J 7B8, Phone: (705) 748-1239; fax: (705) 748-1205; e-mail: abranger@trentu.ca.

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Rank and salary will be commensurate with qualifications and experience. Qualifications required include a PhD or equivalent for tenure track positions. Candidates with lesser qualifications will be considered for a term appointment.

Applications will be accepted until the positions are filled. Please send CV and the names and addresses of three referees to:

Dr. John Chalychuk, Dean
Faculty of Business
University of New Brunswick in Saint John
PO Box 5050
Saint John, NB E2L 4L5

In accordance with Canadian Immigration Regulations, preference will be given to citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

THE ROCKEFELLER FOUNDATION African Dissertation Internship Awards

Doctoral students from sub-Saharan Africa are invited to apply to the Rockefeller Foundation for dissertation research support. The program enables PhD students enrolled in U.S. and Canadian universities to return to Africa for extensive research involving field observation or the use of primary sources available only in Africa. Priority is given to research topics in the fields of agriculture, environment, health, life sciences, population, and schooling.

Applicants are responsible for arranging affiliation with an African institution able to provide needed research support, such as laboratory facilities, access to study sites, and technical advice. The candidate's faculty advisors, the host institution in Africa, and the agency with primary responsibility for financing the student's graduate work must all send letters of endorsement. The maximum award is \$20,000. Deadlines for applications are October 1, 1996 and March 1, 1997.

Upon completion of their doctoral degrees, alumni of the ADIA program who return to Africa are invited to apply for Rockefeller Foundation African Science-Based Development Career Awards. Information on these awards is mailed with application materials for the ADIA program.

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The Makings of a New University

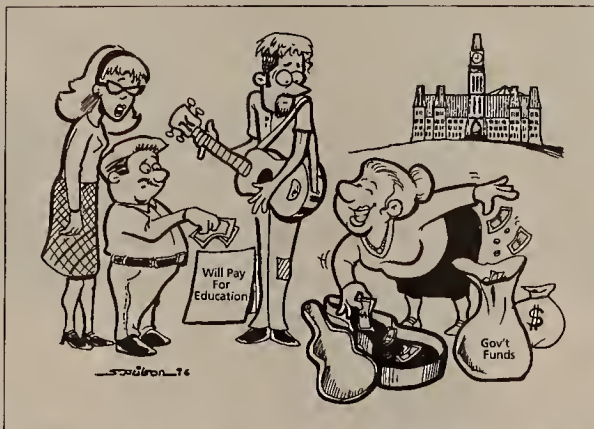
BILL BRUNEAU

WITH THE OPENING OF UNIVERSITIES, colleges, and schools across the country comes the annual deluge of editorial opinion and punditry on all things educational. In the last week of August, *The Globe and Mail* came out once again for higher tuition fees and a system of student loans with income-contingent repayment through the income tax. The unfortunate victims of similar schemes in New Zealand and Australia find themselves paying 10 per cent of their incomes (in New Zealand after the \$13,000 mark), and for most of their working lives.

Meanwhile, every Canadian province is participating in schemes to impose performance indicators on colleges and universities. By the middle of this September, as last September, many an editor will extoll the glories of graduation rates, and the value of employer and student evaluations of teaching (with exit surveys later on), and of course, the costs-per-unit of everything from Latin instruction to earthworm dissection. The idea is that competition between universities and colleges on these and other fronts will produce new efficiencies and will raise "quality."

AND our newspaper editors aren't alone. After two decades of hard fighting, we're losing ground on public funding of post-secondary education. At the very moment funding is declining, universities are asked to submit to the forces of the marketplace (more "client control," less commitment to the general/community interest).

On the general proposition that "she who pays the piper calls the tune," one might expect that government would stop trying to control universities. After all, government



is paying less and less. And surely "client control" implies that government would begin to bow out of university management.

Instead, we have in Manitoba the example of a government seeking to move to new levels of micro-management of university affairs. In Alberta, the measurement mania is several years old now, and it's beginning to bite as performance indicators help to decide the funding levels of universities and colleges.

All of this suggests we are losing ground to wave upon wave of "conservative" thinking on the finance and function of all public institutions, and educational institutions in particular. Our strategy in the 1980s was to fight in the streets. British Columbia's experience in 1983 showed that this can work fairly quickly and well to stem (but not to reverse) the

tide. We became more active than ever in lobbying as the 1980s turned into the 1990s. I shiver at the thought of what would have happened to appropriations for the granting councils without the lobbying work of our partners and ourselves in the Post-Secondary Education Coalition.

Despite all this effort, the newspaper editors and our governments continue to think that markets and performance indicators and competition will "raise quality." They rarely talk about accessibility and openness and fairness. They don't have to. The ideological winds are blowing in another direction. Few in public life speak or dare to speak of raising taxes for education, even if opinion polls consistently show that Canadians are willing to pay for accessible and good schools and universities.

WE clearly need a new strategy, not to replace the old ones, but to join them. How can we turn the current neo-conservative ideas on their heads? Is there a set of ideas and values that characterize the Canadian university as it could and should be? What strategies might adopt to communicate effectively these ideas and values to Canadians and their governments?

In another editorial, I'll suggest some ways of putting a set of ideas and values, some of them extensions of past practice (and I don't hesitate for a moment to say that much of what we've done is valuable), some of them new and risky, at the centre of national discourse.

There's much here to interest Canadians worried about their society. It's time to move beyond the mere defence of what we in the universities do. It's time to move from the defensive and to the assertive. Just time. ■

La naissance d'une nouvelle université : Il est temps de s'affirmer

LA RENTRÉE DANS LES UNIVERSITÉS, LES COLLÈGES ET les écoles du pays s'accompagne chaque année d'un déluge d'articles d'opinion et d'enseignements pontifiants sur tout ce qui touche à l'éducation. Durant la dernière semaine d'août, le *Globe and Mail* a ressorti les éternelles rengaines sur la hausse des frais de scolarité et la formule de remboursement des prêts d'études fondée sur le revenu. Les malheureuses victimes de formules semblables en Nouvelle-Zélande et en Australie se voient forcées de rembourser l'équivalent de 10 p. 100 de leur revenu (en Nouvelle-Zélande, après le seuil de 13 000 \$) et pendant une grande partie de leur vie active.

Pendant ce temps, au Canada, chaque province participe à des projets visant à imposer des indicateurs de rendement dans les collèges et les universités. D'ici la mi-septembre, comme ce fut le cas en septembre dernier, de nombreux rédacteurs porteront aux nues les taux de diplomation, la valeur de l'évaluation de l'enseignement faite par les étudiants et l'employeur (suivie d'enquêtes auprès des diplômés après leurs études) et, bien entendu, le coût unitaire de tout ce qui est dispensé, de l'enseignement du latin à la dissection des vers de terre. Le tout vise à stimuler la concurrence entre les universités et les collèges sur ces questions et sur d'autres dans le but de renouveler leur efficacité et d'améliorer la "qualité".

LES rédacteurs de nos journaux ne sont pas les seuls à faire des pressions. Après vingt ans de lutte acharnée, nous perdons du terrain quant au financement public de l'enseignement postsecondaire. Alors que les crédits diminuent, les uni-

versités sont tenues de se soumettre aux forces du marché où le client contrôle davantage et où s'amenuise l'engagement envers les intérêts de la collectivité et de la population en général.

Selon le proverbe «qui paie les violons choisit la musique», on pourrait espérer que le gouvernement cesse de contrôler les universités. Après tout, le gouvernement desserre de moins en moins les cordons de sa bourse. La notion du client qui contrôle sous-entend certainement un retrait du gouvernement de la gestion des universités.

Pourtant, le Manitoba montre l'exemple d'un gouvernement qui cherche à atteindre de nouveaux paliers de micro-gestion des affaires universitaires. En Alberta, la manie d'évaluer existe déjà depuis plusieurs années et commence maintenant à avoir du mordant alors que les indicateurs de rendement servent à déterminer le niveau de financement des universités et des collèges.

Ces tendances laissent supposer que nous perdons du terrain face à une pensée de plus en plus conservatrice en ce qui concerne les finances et la fonction de toutes les institutions publiques en général et des établissements d'enseignement en particulier. Dans les années 1980, nous descendions dans les rues pour lutter. L'expérience de la Colombie-Britannique en 1983 a montré que cette façon de faire pouvait rapidement porter fruit pour endiguer le flot, mais non l'inverse. Au tournant des années 1990, nous avons intensifié nos activités de lobbying. Je frémis à la pensée de ce qui aurait pu arriver aux crédits budgétaires des conseils subventionnaires n'eût été du lobbying de nos associés de la Coalition pour l'enseignement postsecondaire et de l'ACPPU.

Malgré tous ces efforts, les rédacteurs de la presse et nos gouvernements continuent de croire que le marché, les indicateurs de rendement et la concurrence rehausseront la qualité. Ils parlent rarement de l'accessibilité et de la transparence. Ils n'ont pas besoin de le faire puisque les vents idéologiques soufflent dans une autre direction. Peu de personnes, dans la vie publique, invoquent la possibilité d'une hausse d'impôt pour l'éducation, ou osent l'invoquer, même si les sondages d'opinion révèlent inmanquablement que les Canadiens sont prêts à payer en retour d'écoles et d'universités accessibles et de qualité.

DE toute évidence, nous avons besoin d'une nouvelle stratégie, non pas pour remplacer les anciennes mais pour les enrichir. Comment pouvons-nous chasser les idées néo-conservatrices? Est-ce qu'il existe des idées et des valeurs qui caractérisent les universités canadiennes selon ce qu'elles pourraient être et devraient être? Quelles stratégies pourrions-nous adopter pour communiquer efficacement ces idées et valeurs aux Canadiens et à leurs gouvernements?

Dans un autre éditorial, je proposerai des façons de placer au cœur du discours national des idées et des valeurs, dont certaines sont le prolongement d'anciennes — et je n'hésite aucun instant à dire qu'une grande partie de ce que nous avons accompli est précieux — et d'autres qui sont nouvelles et risquées.

Les sujets ne manquent pas pour intéresser les Canadiens qui s'inquiètent de leur société. Il est temps que nous cessions de nous limiter à la simple défense de ce que nous, les universitaires, faisons. Il est temps de s'affirmer. C'est le bon moment. ■